

3.1 | Three-year Transformation Map

Not every transformation is the same, but our experience is that it takes three years to show meaningful progress. Map these transformation milestones onto the 36-month timeline on the next page

Sample Milestones

STRATEGY/PROGRAM	TRANSFORMATION A	TRANSFORMATION B	CAPABILITIES LINK
<ul style="list-style-type: none"> • Change imperative defined • Future state target determined • Growth gap assessment calculated • Alignment around future-back strategy • Creation of stakeholder engagement plan • Implementation of governance mechanism • ... 	<ul style="list-style-type: none"> • Postdisruption job to be done identified • Future business model blueprinted • Plan formulated • Plan executed • ... 	<ul style="list-style-type: none"> • Strategic opportunity areas identified • New growth unit formed • Pilots executed • First dollar of revenues earned • Plan to plug capabilities gap created • Plan to plug capabilities gap executed • Transformation B >20% of total enterprise • ... 	<ul style="list-style-type: none"> • Strategic capabilities identified • Link management approach determined • Capabilities link activated • ...

3.2 | Three-year Transformation Map

Not every transformation is the same, but our experience is that it takes three years to show meaningful progress. Map the milestones from the previous page onto this timeline to plan your transformation

Timeline

1-6 months	7-12 months	13-18 months	19-24 months	25-30 months	31-36 months
Strategy/Program • • •	Strategy/Program • • •	Strategy/Program • • •	Strategy/Program • • •	Strategy/Program • • •	Strategy/Program • • •
Transformation A • • •	Transformation A • • •	Transformation A • • •	Transformation A • • •	Transformation A • • •	Transformation A • • •
Transformation B • • •	Transformation B • • •	Transformation B • • •	Transformation B • • •	Transformation B • • •	Transformation B • • •
Capabilities Link • • •	Capabilities Link • • •	Capabilities Link • • •	Capabilities Link • • •	Capabilities Link • • •	Capabilities Link • • •