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RECON C-Suite X Management Guide Q1/2023

CHANGE X TRANSFORMATION IN ORGANIZATIONS

EDITORIAL

RECON Transformation Management Guide Q1/2023

In the realm of transformational change, it's evident that almost all of the organizations are undergoing fundamental shifts.

However, a staggering eight out of ten companies anticipate that their transformational endeavours will falter, leaving them unable to fulfil their strategic objectives and economic targets.

Nonetheless, not all top-level executives will face this predicament.

So, what sets successful transformations apart from the twice as frequent failures?

How can transformational efforts excel?

Find out here >>>

YOUR INDIVIDUAL SURVEY

When defined, change management initiatives should be carried out

- by all employees of an organization
- by the Management of an organization
- by the C-Suite of an organization
- by voluntary Change Mgmt. Task Forces of an organization

Corporate Transformation for me is

- essential
- important
- interesting
- apathetical

Corporate Innovation for me is related to

- Inspiration
- Excitement
- Workload
- Stress

YOUR INDIVIDUAL SURVEY

Corporate Transformation/Change Initiatives should be influenced by

- corporate Values, Vision and Purpose
- corporate KPIs, Targets and Needs
- the Needs of Clients and Customers of the company
- corporate Stake- and Shareholders

If I need to describe my work personality regarding organizational change, the following matches best:

- THE CHAMPION
(I anticipate the change & spread it to other employees and teams)
- THE CHALLENGER
(I question the validity of any change to overall satisfaction outcome)
- THE AMBASSADOR
(I'm aligned with the change but won't change other's point of views)

“DISTRACTION” is related to

- Amusement
- Work
- Disturbance
- Hobby

YOUR INDIVIDUAL SURVEY

“PERFORMANCE” is related to

- Speed
- Efficiency
- Completion
- Achievement

“CHANGE” is related to

- Switch
- Replacement
- Conversion
- Rotation

“SATISFACTION” is related to

- Pride
- Acknowledgement
- Fulfillment
- Happiness

RECON #Client Statistics

HOW 500 EXECUTIVES ACROSS 20 COUNTRIES OF RECON CLIENTS ENVISION THE FUTURE

87%

said driving change & innovation is essential to long-term corporate success, growth and target-reaching

have innovative ideas and initiatives in their organization regarding people, process and technologies

74%

12%

know how to implement innovation and change ideas/initiatives into their organization while taking the employees along

RECON #Client Statistics

RECON 4-PHASE APPROACH TO EXCELLENCE

ANALYSIS

The outcome of the analysis is the precise identification and delimitation of the problem and the sharpening of the targets, initiatives and ideas which already exist within the organization.

ACTION

In the Action phase, the perspective for recommending and implementing action is adapted and designed to match the results and outcomes of the preceding content of the Analysis.

EXECUTION

The Actions are being transferred to the target groups via highly customized and efficient measures and initiatives. The knowledge transfer takes place individually for the leaders and as a team in the group.

EXCELLENCE

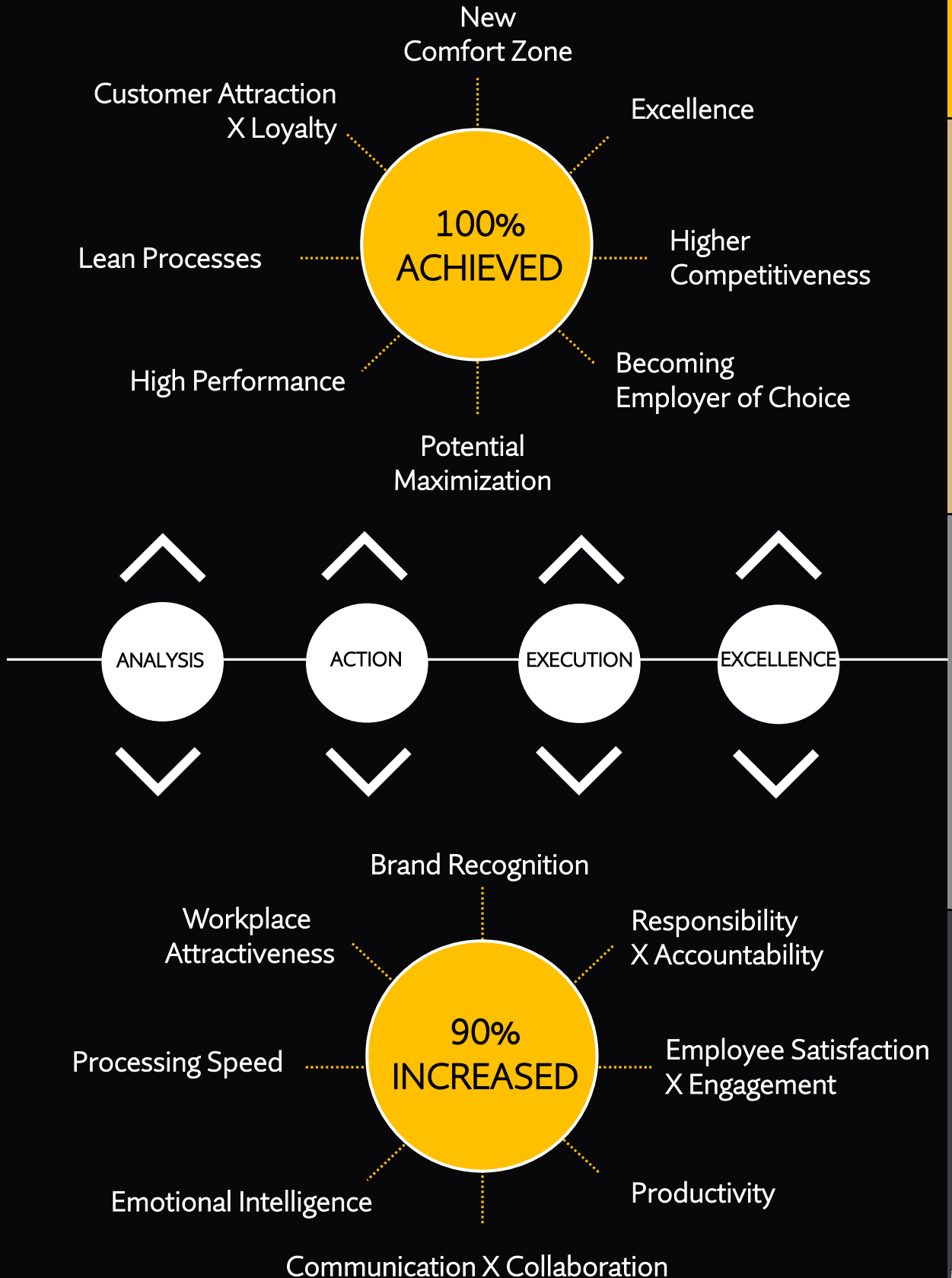
The Excellence Phase serves for the live application of the implemented measures - in order to determine a long-term positive effect and target achievement.

12%

know how to implement innovation and change ideas/initiatives into their organization while taking the employees along

RECON #Client Statistics

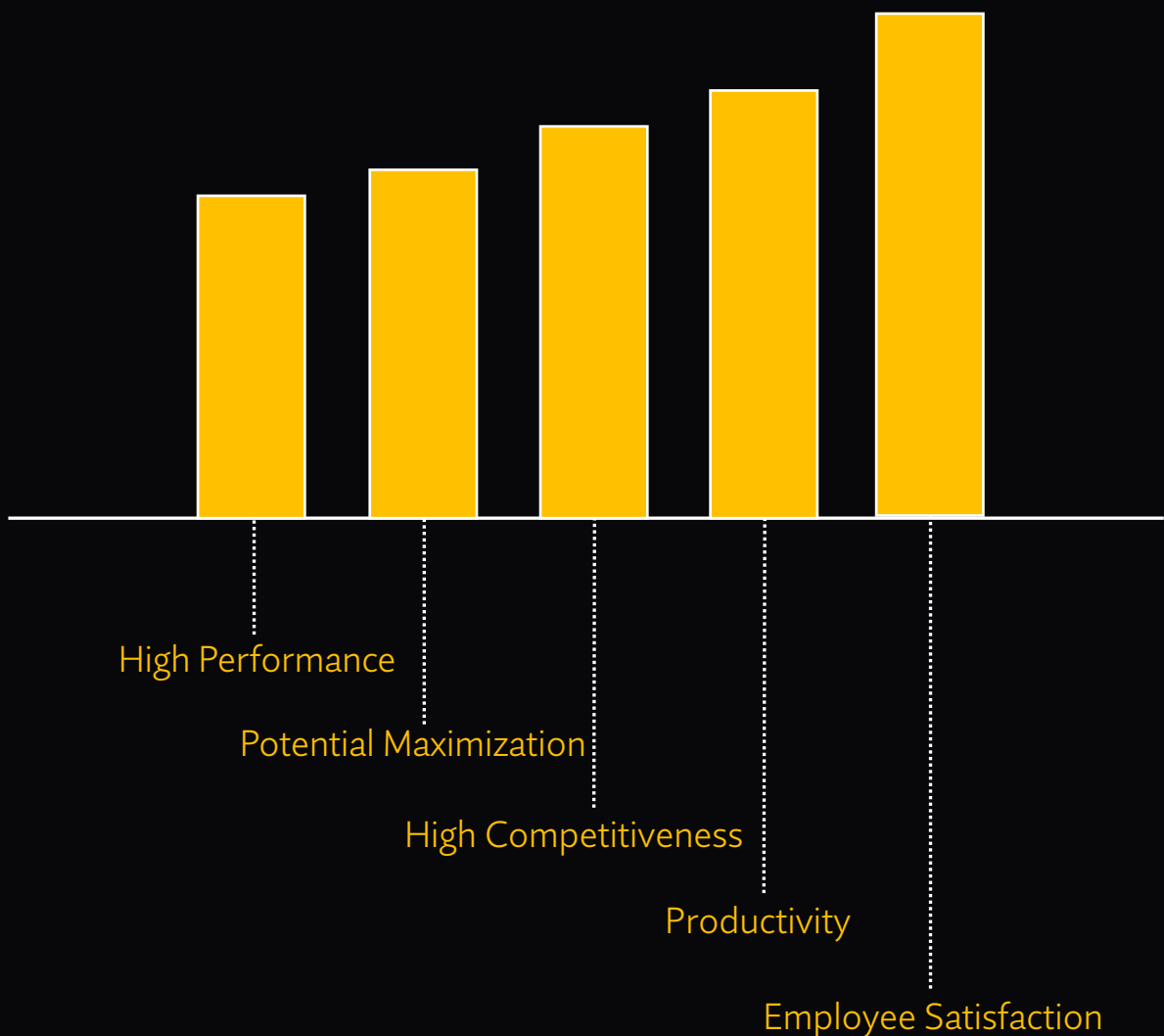
4-PHASE RECON APPROACH OUTCOMES

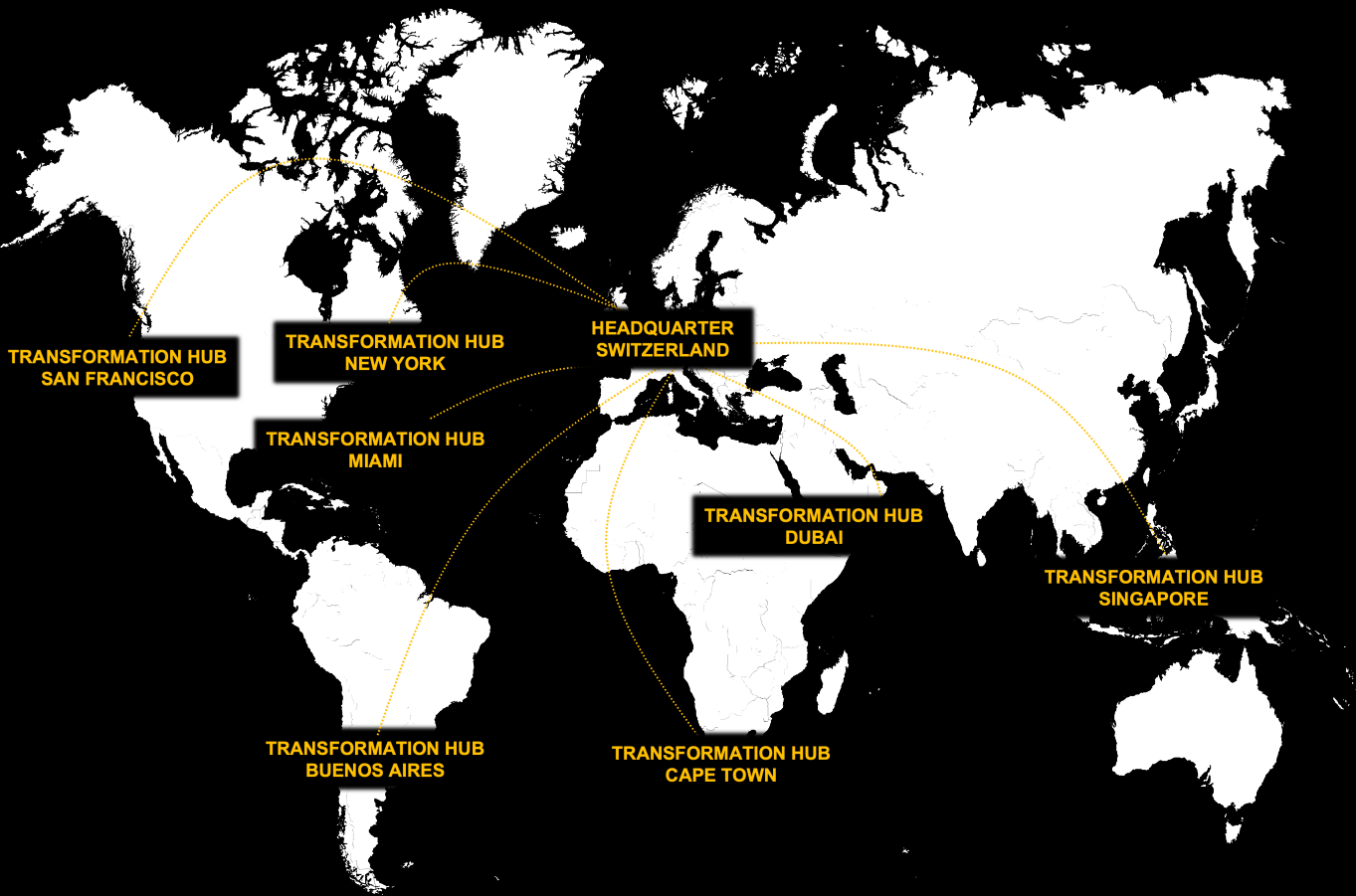


How to succeed in Transformation Management holistically

Disruptive times, Megatrends and other external factors like upcoming new generations lead to uncertainty in today's business world.

We asked 50 organizations which successfully attended the RECON 4-phase Approach about their main drivers which they thought corporate transformation influenced positively on their way to Excellence:





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“CORPORATE CHANGE BEGINS AT THE END OF THE INDIVIDUALS’ COMFORT ZONE”

RECON International AG

.... is a world-leading consulting company in terms of customization and individualization for their clients in the following topics:

New Work X Driving Change

Strategy X Value Modification

Transformation X Innovation