

Unlocking the Full Potential of Your Transformation

Deep dive: Capability Building



Watch the [recording here](#)



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Introduction: Unlock the full potential of your transformation programme

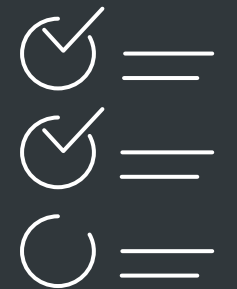


Engage to Change

- *Prepare for, and communicate change*
- *Help leaders drive change*
- *Build capabilities to sustain change*



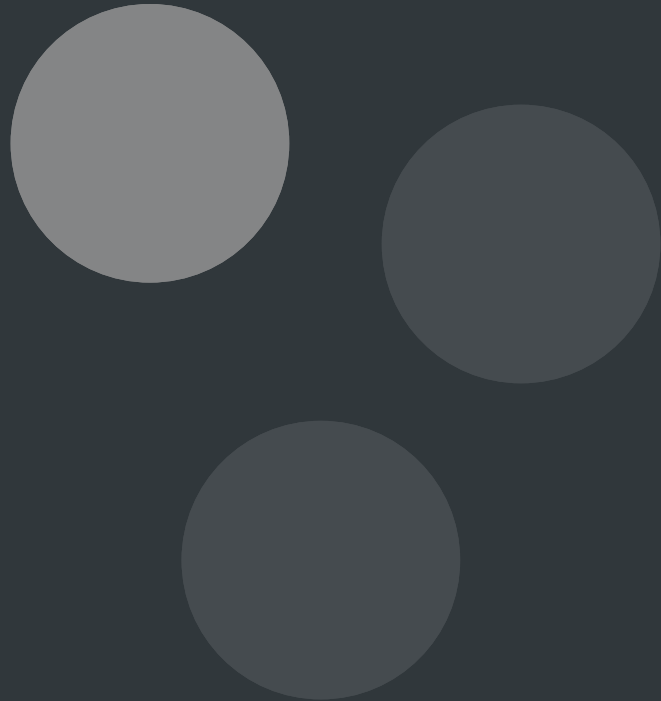
Q&A Session



Our best-practise framework for driving transformation programmes



Are you unlocking the *full potential* of your transformation programme? We know most do not.



At any given time, 1 in 3 large organisations have a transformation programme underway...



22%

... But only 22% of those transformations are successful both financially and in reputation¹

In our experience, without a structured management approach, transformations risk falling into these *10 common pitfalls*



Unclear vision, scope, and benefits



Organisation is not set-up for effective collaboration



Key capabilities are not in place



Ineffective governance with unclear roles and responsibilities



PMO lacks clear mandate, structure, and impact



Low transparency in reporting and resource overview



Inconsistent project controls, flow, and ways of working



Insufficient involvement of stakeholders

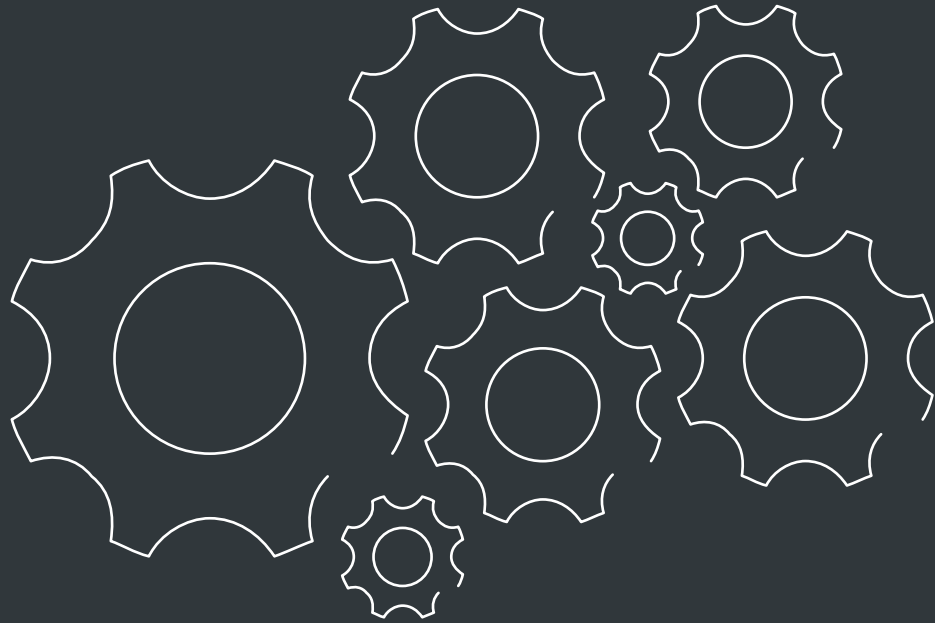


Lack of active ownership and support from senior leadership



Insufficient change mgmt. and communication

Structuring your large-scale transformation as a programme will help you to *minimise the complexity*



Programmes

A group of related projects managed in a coordinated manner to obtain benefits not available from managing them individually



Impact

- Reduced time to impact
- Less re-work and scope changes
- Higher quality and lower risk



Progress

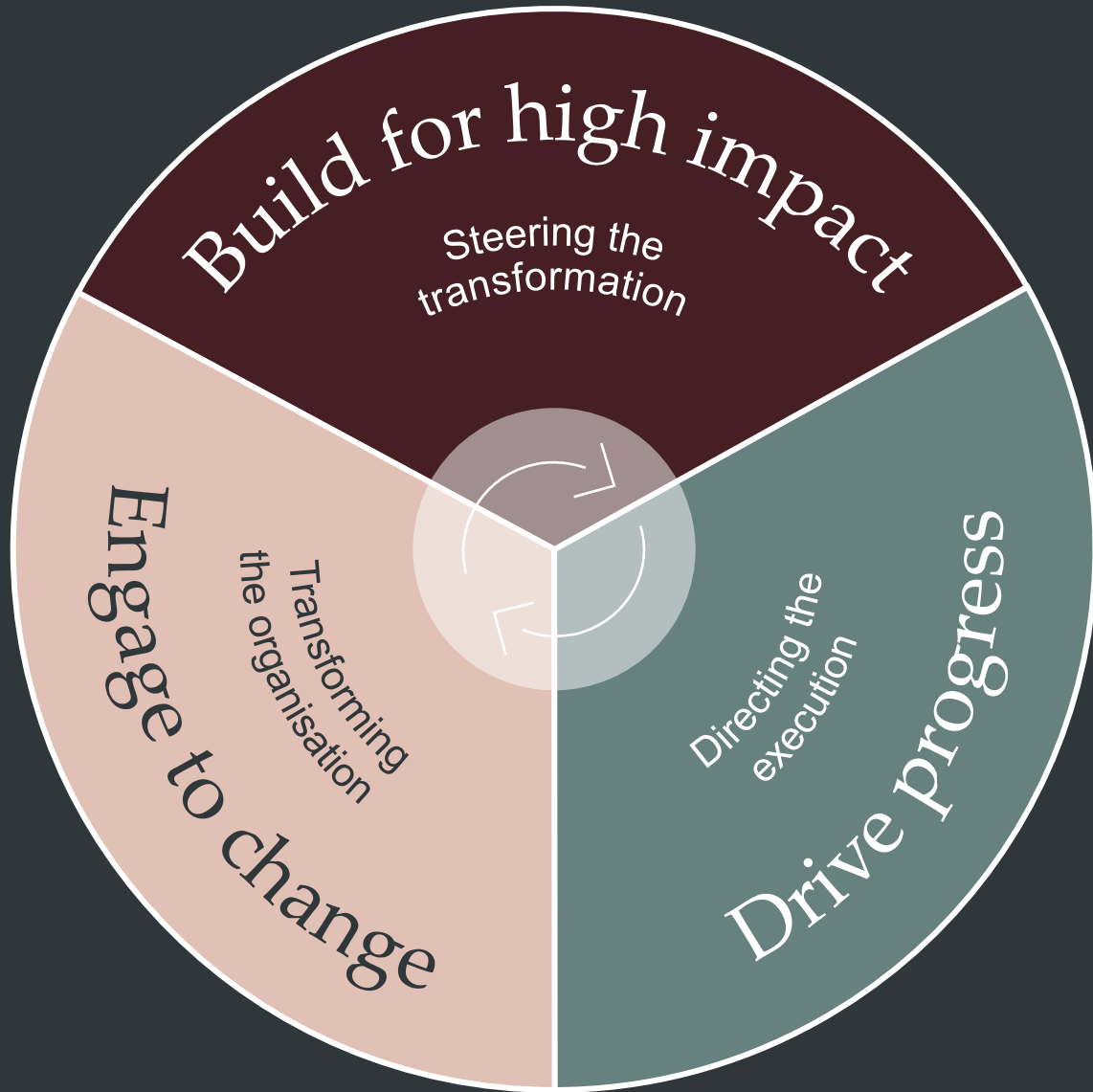
- Efficient execution and decision-making
- Accelerated learning and agility
- Improved coordination and collaboration



Engagement

- Faster adoption of new solutions
- Better stakeholder alignment and satisfaction
- Strong ownership and high motivation

By implementing a transformation mindset and robust programme structure from the outset, you will experience improvements on three dimensions



30 years of experience in driving transformation programmes has taught us that success occurs when the three equally important key dimensions *Impact*, *Progress*, and *Change* work together as an ecosystem

Our best-practise framework for driving successful programmes is built on the three key disciplines of *impact*, *progress*, and *change*



Build high-impact aspirations, benefits, scope, and delivery organisation

- craft a compelling vision with clear objects and goals for decision-making as well as the programme strategy and target operating model
- Carefully design the scope, benefits, and plan towards the desired end-state
- Design the organisation in a way that fosters collaboration and drives effective delivery through capability-based staffing and empowerment

Drive progress through structure, flow, and transparency

- Establish efficient transformation management support and robust governance structures that base decisions on accurate information and clear reporting flows.
- Ensure an efficient programme flow with an effective control set-up that supports projects in delivering on time, within budget, and to the desired quality.
- Apply a unified project management approach with the necessary processes, tools, and systems in place to execute effectively.

Engage through change communication, stakeholder- and change mgmt.

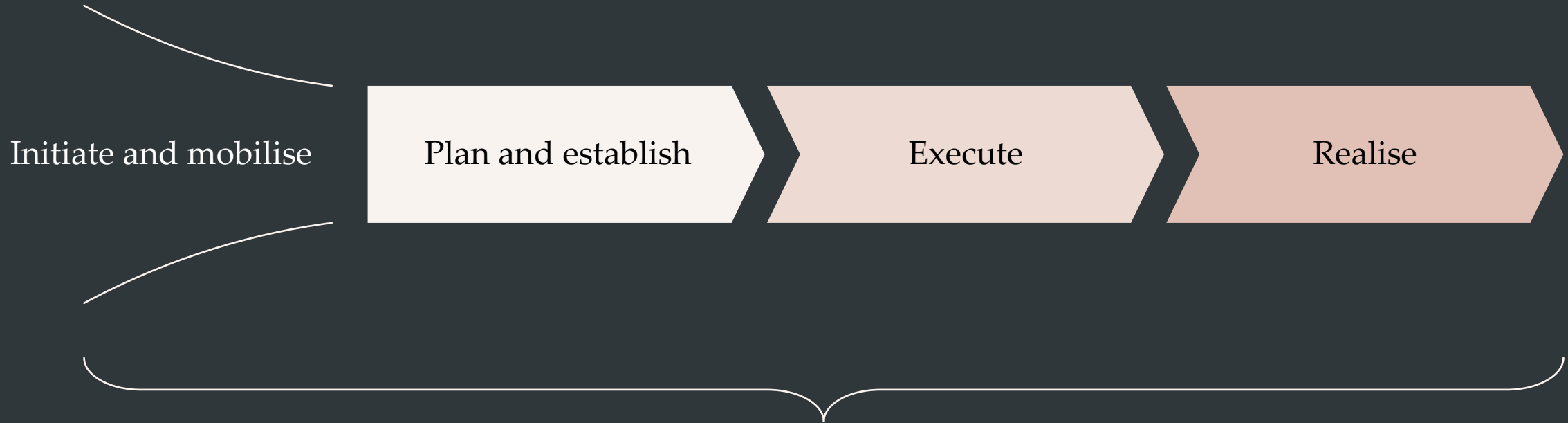
- Foster a culture that enables people to be their best with clear leadership support.
- Engage stakeholders through clear communication and organisational change management.
- Build and sustain organisational capabilities needed to realise benefits.

Methods, Tools, & Templates

The complete TPM framework involves more than 20 concrete methods and that will help improve the effectiveness and efficiency of your programme. Each method is thoroughly described in guidelines accompanied by tested tools and templates.



We support transformations across the entire programme lifecycle



Programme initiation and ramp-up



Establish and drive PMOs



Manage and support programme execution



Transformation X-ray of ongoing programmes



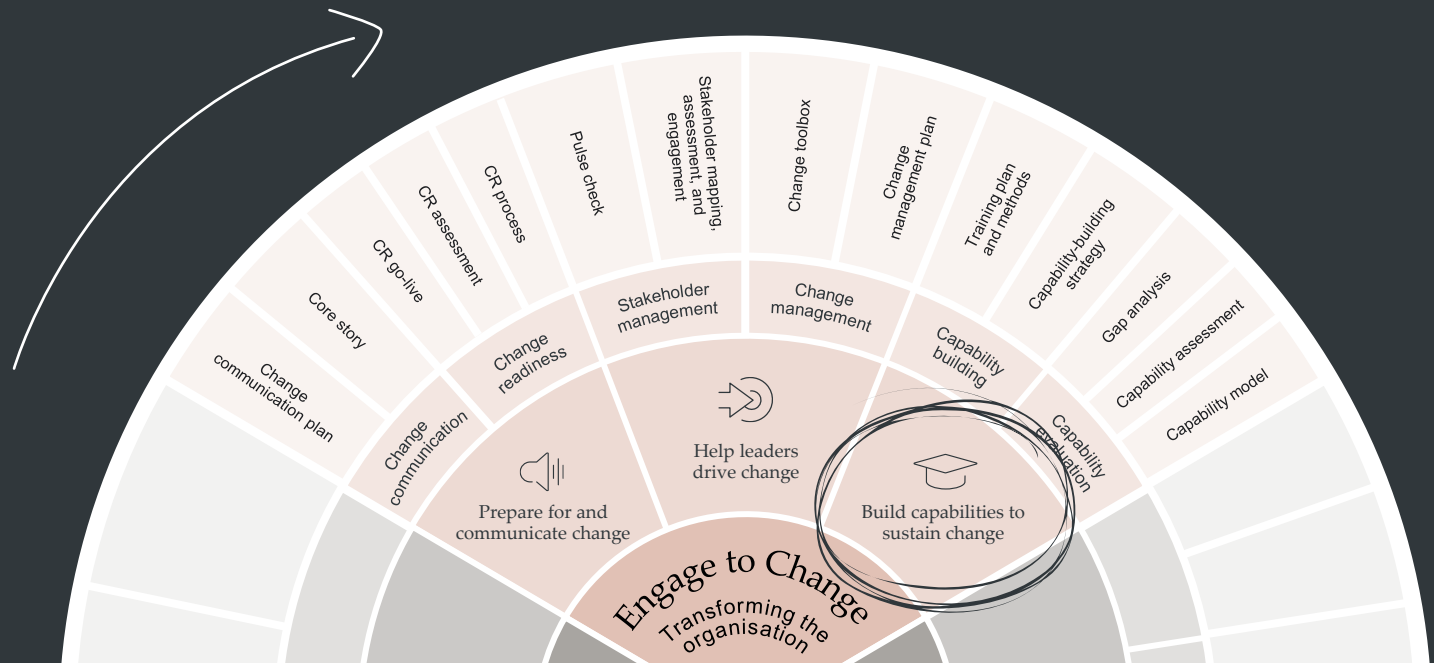
Course correction and improvement offices



Build transformation capabilities

Deep dive:

Engage to Change – Capability Building



Unsuccessful transformations tend to leave *impact* and *change* in the dark



Change is not embedded and prioritised from the start



Stakeholder needs and impacts are not actively involved



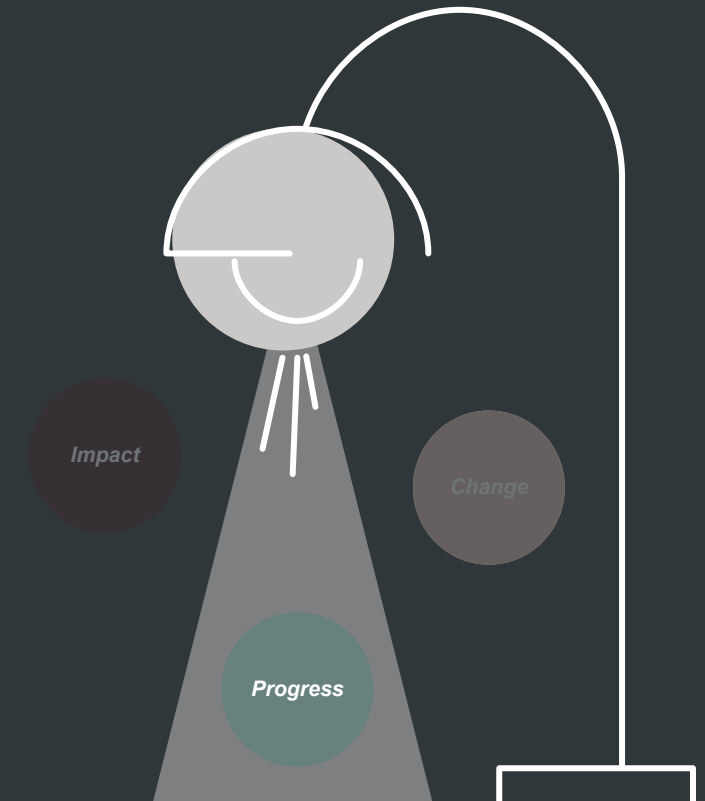
A shared feeling of belonging never forms across the transformation



Resistance in the organisation is surfaced too late to address properly



Sufficient capabilities are not built, so adoption stays fragile



Change must be dedicated effort from the start and a strong core story creates the foundation for the road ahead

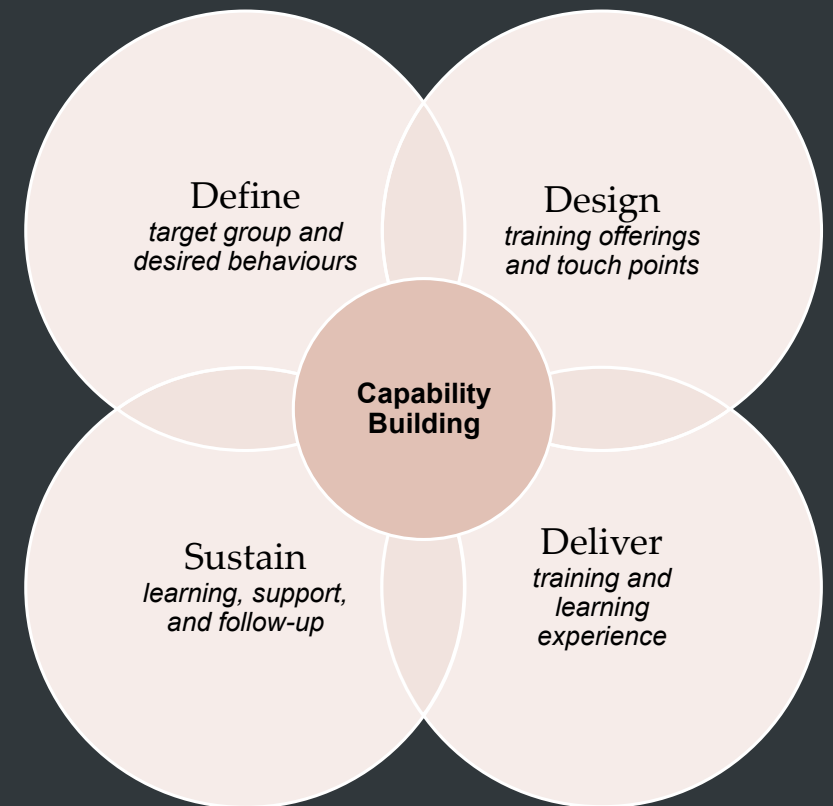


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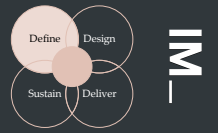
More likely to succeed with dedicated change management efforts



Our capability framework consists of *four* elements



Define | Effective capability building starts with defining the target groups and desired role model behaviour



Define...

...target group and desired behaviours

...what role modelling behaviour could look like!



Which **capabilities** are needed?



Which behaviours must change?



Who needs to act differently?



Steering Committee

"We are here for the project manager, not the other way round"



Project Owner

"I am committed to the scope and will secure sufficient resources"



Project Manager

"I clearly communicate any scope changes upwards and downwards"



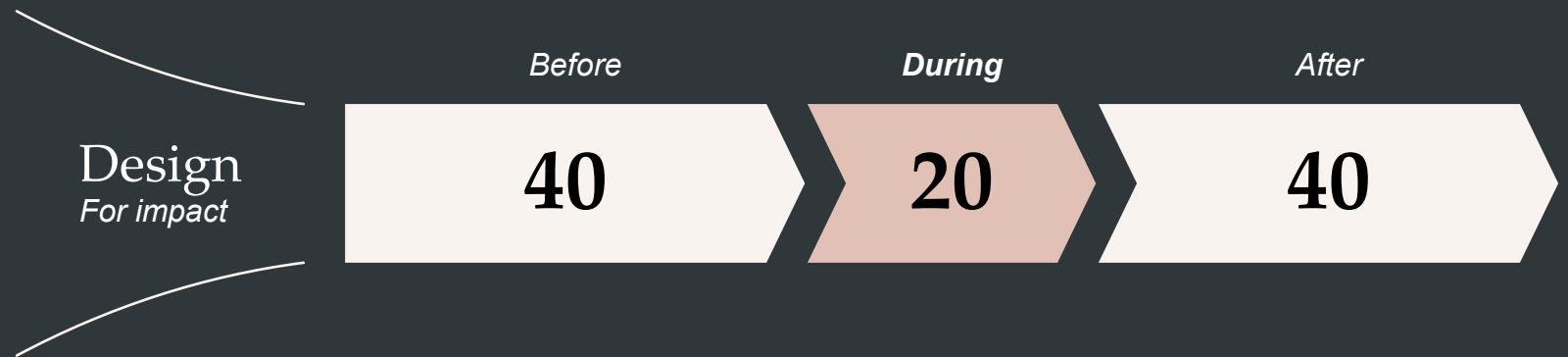
Project Member

"I always ask for clarification when a task is unclear"

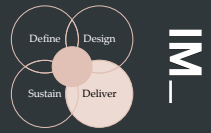
Design | We must acknowledge that the majority of the efforts should be put on preparation and follow-up

...more than **80%** of training interventions fail because of factors **during** the preparation or the follow-up of the actual learning event

Robert Brinkerhoff



Deliver | Training and learning experience is most effective when delivered through different high-energy formats



Experience



Engagement



Application

Many formats



High-energy workshops



Simulations and cases



On-the-job coaching

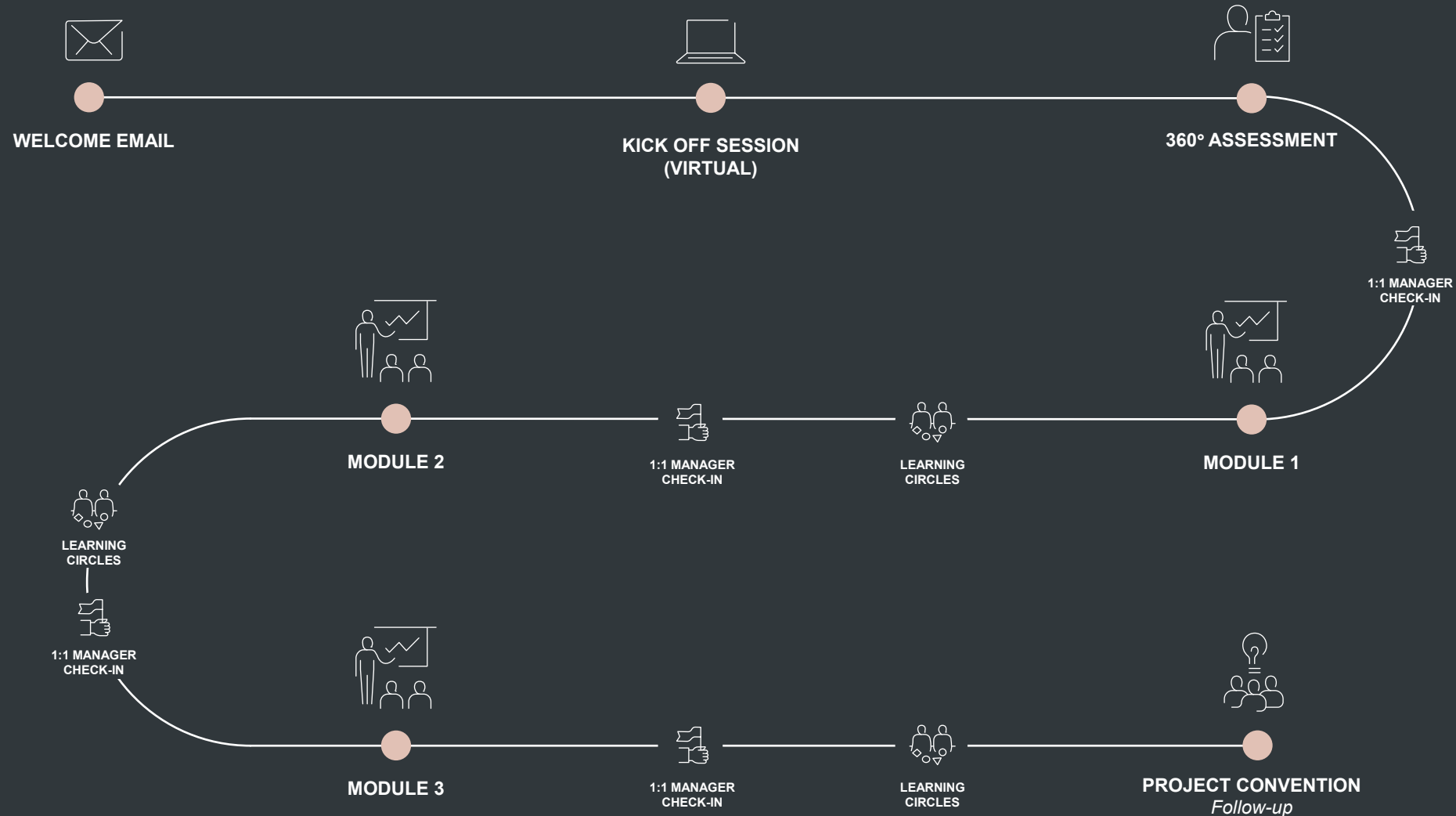
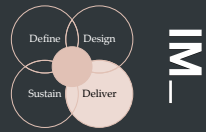


Virtual tools

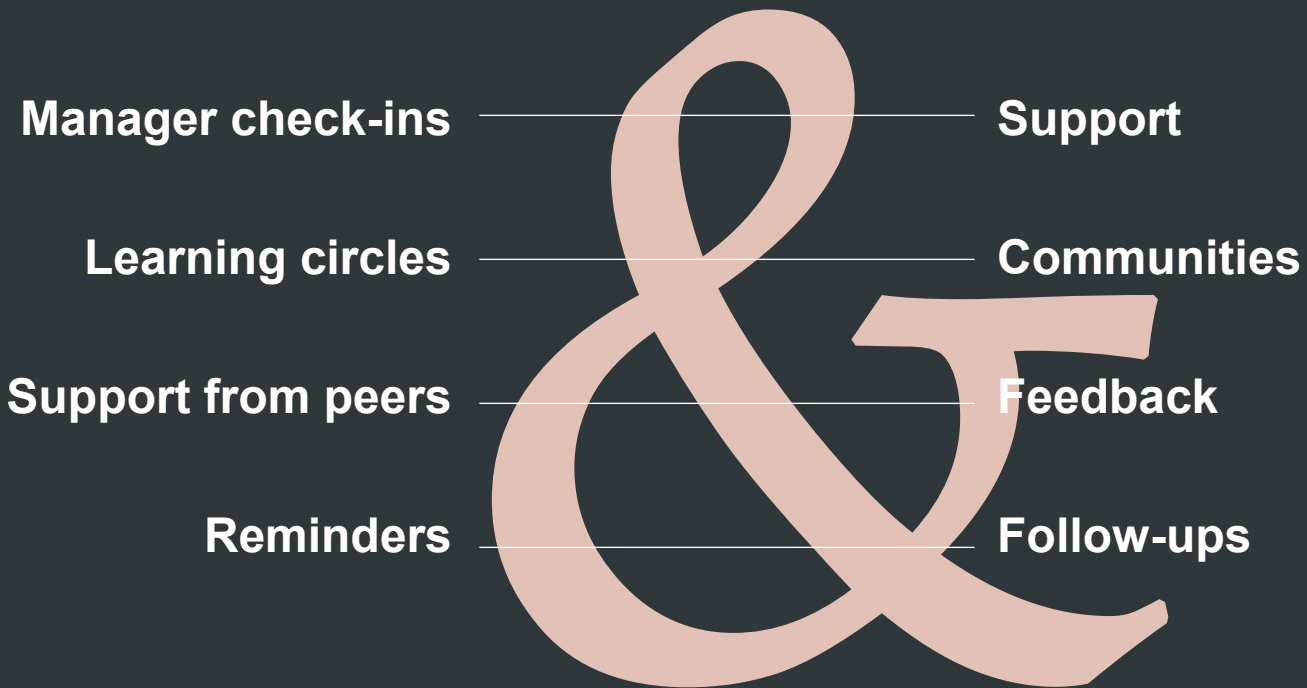
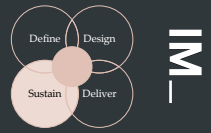


Self-paced e-learning

Deliver | A client example of how an effective and engaging learning journey look like



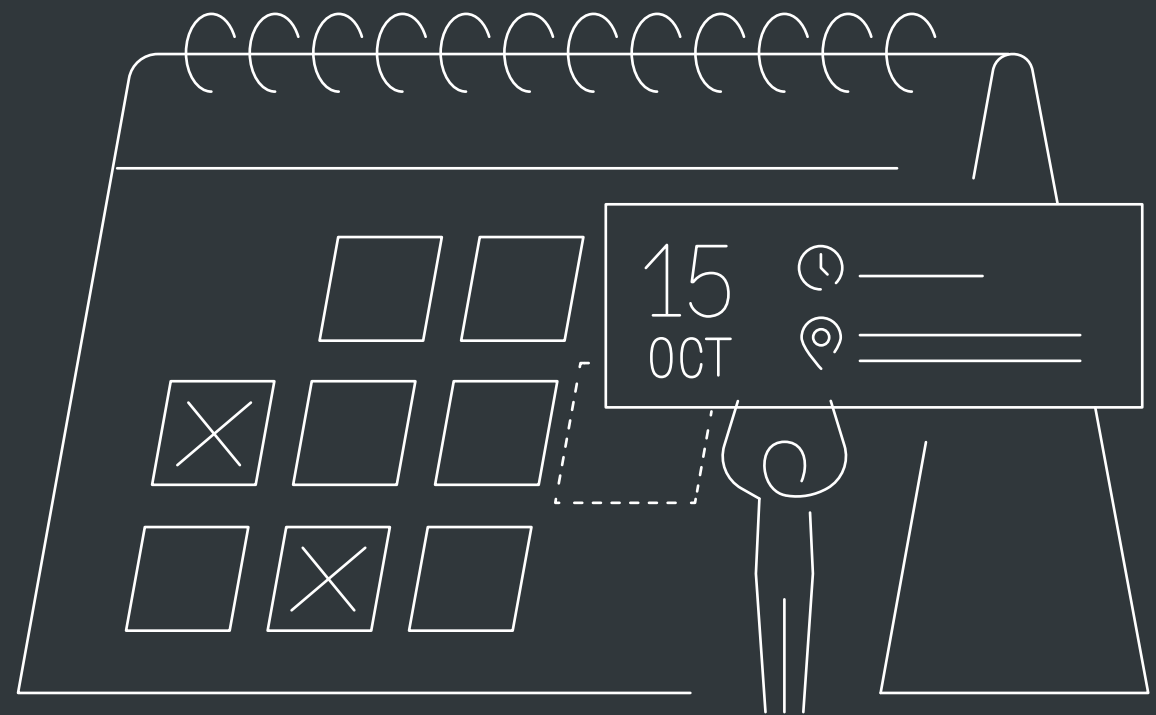
Sustain | Studies from Implement's own Learning Institute show that lasting change requires substantial efforts in follow-up



92%

At our own Learning Institute, these principles have driven **sustained behaviour change** in 92% of participants through training and follow-up touchpoints.

Upcoming events



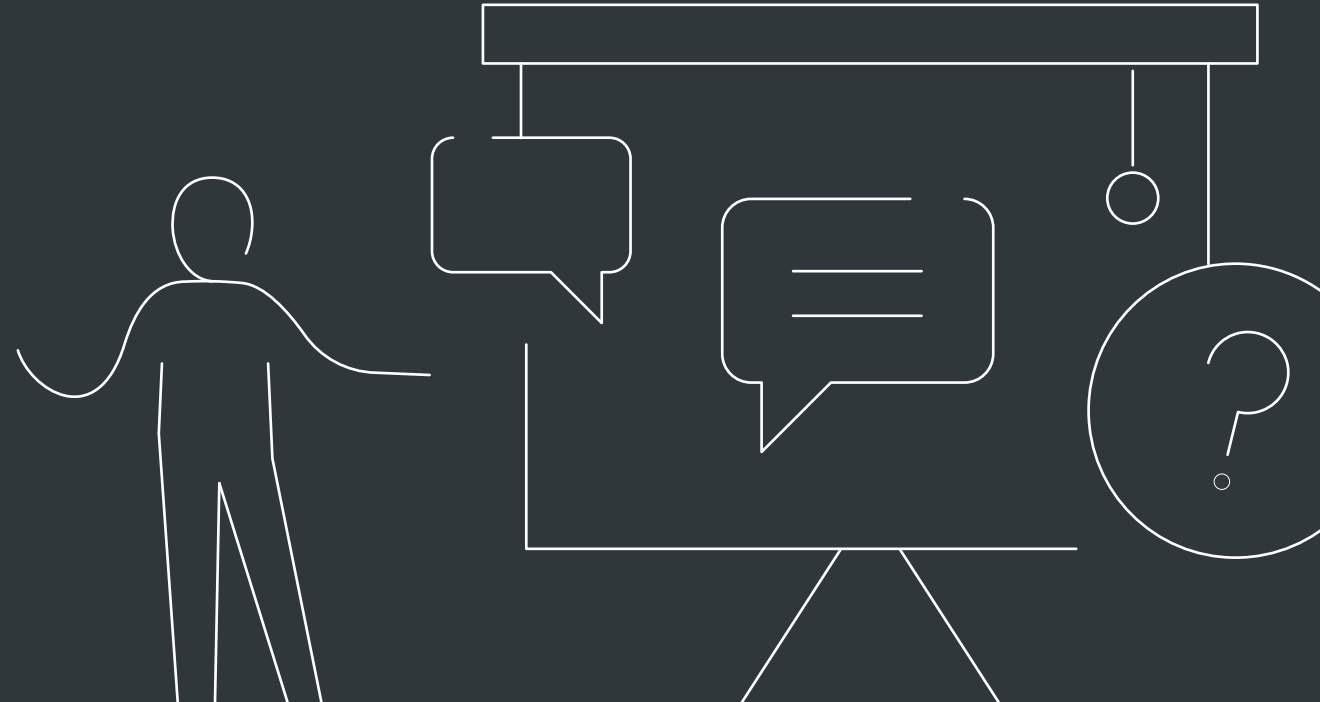
Upcoming events

*Sign up already
now!*



Deep Dive: Transformation initiation

Juni 3rd, 2026 – from 8:30 to 9:15 AM



Implement Consulting Group

Transformation Programme Management

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You are invited.

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