

TRANSFORMATIONAL LEADERSHIP CASE

INTRODUCTION

A health organisation found itself at a crossroads. Having spent significant time creating a good strategic plan, they wanted to improve execution and delivery. Executive leadership recognised the effectiveness of aligning projects and strategy; and realised that the organisation existing project management processes were ad hoc and inconsistent across IT and other projects.



S A G E F L O W



CHALLENGE

The organisation had begun the process of building a project management team.

However, initial attempts to get this organisational transformation program off the ground had faltered.

SOLUTION

Bringing our expert that viewed was the key factor in accelerating the adoption of this team in the minimum amount of time. Partnered to develop a roadmap for a team formation, while coaching and mentoring the management team to drive ongoing results. Create a charter and executive steering committee to guide the evolution of a strategic project management. We deliver process mapping to identify gaps and we developed a roadmap to drive capability improvement.

RESULTS

In just 13 months, we were able to redefine and simplify all processes and improve the organisational structure and capacity, we reorganise the operations and increased the performance and production with the same workload with 33% reduction that's 50 employees on a daily basis! We also developed an organisational & personal development program for these 50 people, so they improved their skills and could be re-placed on other functions within the organisation.

40% improvement in closing projects during first 6 months