



WE ACCEPT THE

OUTCOMES

WE THINK

WE DESERVE.

Helping organizations unlock operational value
through human-centered business transformation

People have transformed how they live, work, shop, and buy, but businesses have struggled to adapt



Business change has never been easy

At some point, every high performing organization finds itself amidst the challenges of a strategically critical, highly visible change initiative.

To capitalize on disruptive events (e.g., M&A, restructuring, regulatory change, product/service launch, system upgrade), businesses find themselves needing to accelerate innovation, enhance efficiencies, standardize processes, upskill resources, contain costs, and integrate technology.

However, designing and executing a transformation program to realize mission-critical business objectives is never straightforward, familiar, or easy. And more often than not, internal leaders with no formal experience leading change are put in charge.

86% of enterprise level companies feel that managing business transformation is an integral part of success

Only **30%** believe it is something at which they excel.

Source: Economist Intelligence Unit

The macro landscape heightens complexity

Modern business shifts have further accentuated the challenge in creating effective corporate change. Globalization, economic flux, legislative reform, cloud networks, social media, mobile devices, data analytics, digitization, and automation have disrupted traditional approaches to operational best practices and engagement with value chain partners.

For generations, the path to business evolution was simply "following the experience curve." This learning-by-doing approach centered on organizations and individuals acquiring knowledge through repetitive work and incrementally adapting behaviors. Today, there are few functional experience curves to obey.

In this environment, natural instincts and leadership alone, no matter how robust, won't garner the requisite financial, organization, and customer impacts to realize efficient and lasting change.

The failure rate of business transformation initiatives without external assistance is over **70%**.

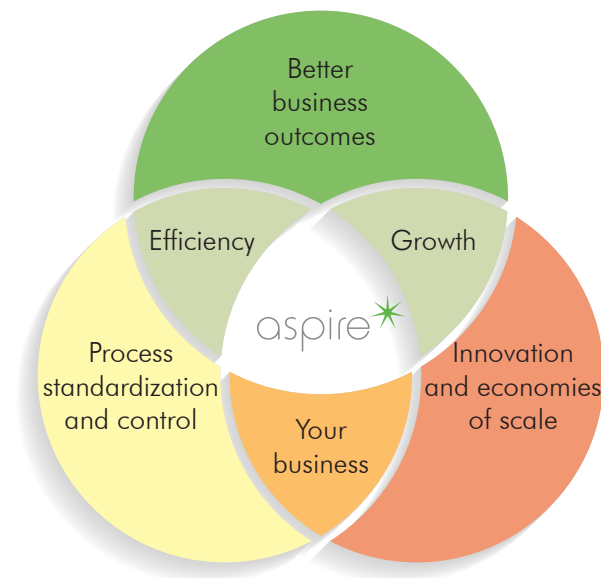
Source: Business Link

Delivering better business outcomes

Aspire optimizes and aligns your organization's people, process, and technology functions to your business strategy and vision. This holistic approach to transformation enhances innovation, culture, and agility to uncover new opportunities to adapt and grow.

By walking in your shoes and genuinely immersing in your reality, we collaboratively incorporate your ambitions, passions, strengths, working style, pressures, vulnerabilities, and expectations into new perspectives to elevating your work.

Aspire is your partner to accelerating business proficiencies, improving operational effectiveness, reducing functional costs, creating market differentiation, outperforming your competitors on an ongoing basis, and ultimately unlocking greater value and sustainability.



A structured, proven approach

Like any critical competency (e.g., IT, finance, legal), business transformation requires a skilled specialist with the real-world experience and expertise to bring your biggest aspirations to life. Aspire's holistic framework coalesces situational circumstance and organizational dynamics to strategically optimize your integrated business and operating model.

Business readiness

- Assessing cultural and political aptitude for transformation
- Building a foundation for organizational change
 - Identification of program risks
 - Development of mitigation plans
 - Assessment of previous initiatives
 - Identification of business impacts

- » Establishes a clear path to effectively manage the 'change cycle'
- » Reduces risk of program failures and unintended events

Value creation

- Forming linkages between program initiatives and benefits in a realization roadmap
- Establishing efficient metrics to measure results

- » Aligns initiatives with process owners
- » Identifies KPIs and other measurables
- » Institutes investment plans for realization

Organizational change

- Integrating people, process, and technology changes within context of organizational structure, strategy, and culture
- Implementing a systemic approach to building capabilities and driving results

- » Engages workforce to enhance involvement and commitment
- » Develops new skills and proficiencies

Business process optimization

- Enhancing and standardizing the performance of end-to-end business processes
- Leveraging best practice methodologies and proven tools and techniques

- » Models 'as-is' and 'future-state' to help identify gaps
- » Designs process enhancements and associated measures

High performance culture

- Building a strong environment focused on leadership, collaboration, agility, and innovation
- Enabling continuous improvement and ongoing transformation

- » Enhances productivity through leadership and team development
- » Connects social and human dynamics to work via new behaviors


Professional services


- Bridging the gaps between your workforce and your aspirations via Aspire's virtual bench
- Providing flexibility in resourcing to meet near-term demand while building long-term capabilities


- » Improves agility to adapt to changing demand cycles
- » Augments capability uplift through 'train-the-trainer' development

How we're different

Aspire helps create and sustain a culture that is avid for, rather than weary of, change by:

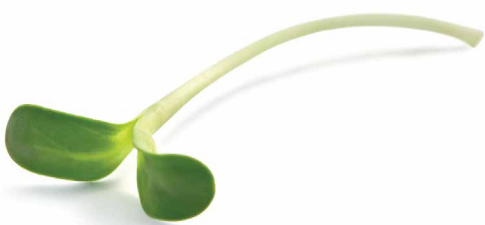
 Anchoring transformation goals to the strategic business outcomes which the organization must deliver.


 Pinpointing stakeholders inside and outside the enterprise that are critical to success and gaining their support.

 Decoupling work processes and applying the proper governance, discovery, and analytic approaches to enhance outcomes and reduce risk.

 Modernizing applications, external services, and technologies to advance business process maturity.

 Embracing business change as a science, not an art, and leveraging focused experimental design techniques to optimize business model management.





We care for your business as our business.
We think and act like partners, not advisors.
We share your goals and work to understand your reality.
We welcome the privilege of hearing about your aspirations.

We are in this together.

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