

# ORGANISATIONAL TRANSFORMATION

Hybrid-partnered

The new paradigm is Organisations as living Organisms – adapted from **Gareth Morgan's**



According to a 2018 report by McKinsey, organisations are facing new challenges due to rapidly evolving environments, disruptive technology, and the democratisation of information.

Organisations need to shift from the traditional "organisations as machines" to "organisations as organisms." This means that organisations need to prioritise agility and adaptability and promote end-to-end accountability, flexible operational models, and a focus in action with leadership as enablers. These factors are crucial for sustainable organisational development and growth.



# CATALYSISE CHANGE PHILOSOPHY

## Unfreeze

Encourage the replacement of old behaviours and attitudes

Ensure there is strong support from management.

Manage and understand the doubts and concerns

## Change

Plan the changes

Implement the changes

Helps employees to learn new concept or point of view

## Refreeze

Changes are reinforced and stabilized

Integrate changes into the normal way of doing things.

Develop ways to sustain the change

# ORGANISATIONAL TRANSFORMATION

As your OD partner, we align with your organisation's philosophy and goals.

We study the organisation's current state, analysing complex relationships between all components of the organisation to create an overview of company processes.

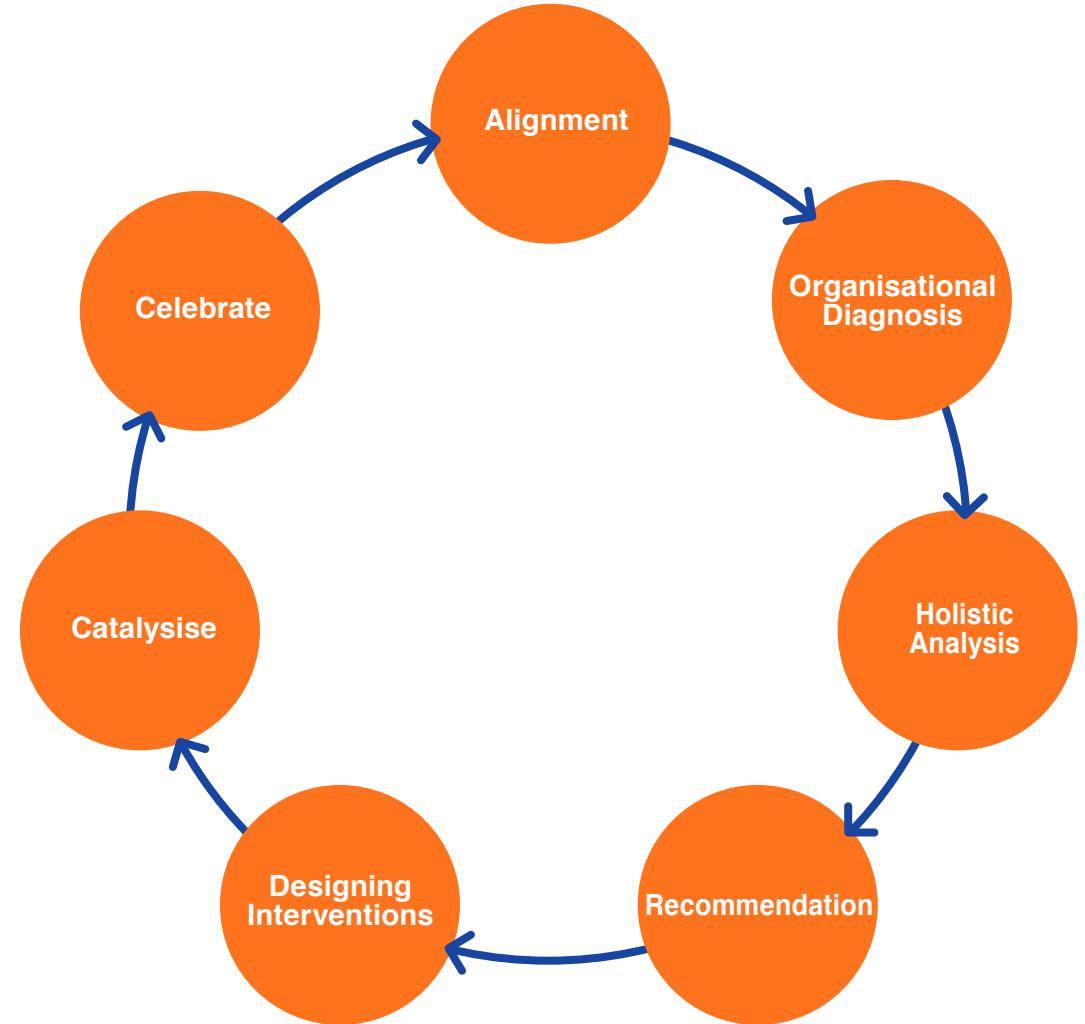
The industry demands disruption for exponential growth, and data oriented holistic diagnosis helps us analyse how to do just that

Based on the gaps identified in the diagnosis process, Catalysise presents recommendations to achieve the desired performance and goals.

Catalysise goes two steps ahead of a consultancy. We establish pathways to implement the recommendations that once followed will lead towards desired growth.

Sustaining the change is as important as introducing the change.

We celebrate the successful transformation, but with our eyes on the next phase, prepared for yet another leap of growth.



# BENEFITS OF SUCCESSFUL ORGANISATIONAL TRANSFORMATION

As the organisation becomes more streamlined, they unlock improved profitability, increased capacity, and the ability to take on new business opportunities.

When organisations commit to transformation and growth, employees feel more connected to the organisation's values, resulting in higher employee satisfaction and lower turnover rates.

Creating a customer-centric culture helps organisations better meet the needs of its customers. Increased customer satisfaction in return drives revenue growth and profitability.

By embracing sustainability, social responsibility, and ethical business practices, the organisation can become a force for good in the world.

Improved agility and adaptability, helps the organisation stay ahead of the competition, maintain its market position, and drive sustainable growth in the face of change.

# KEY FEATURES



**Structured process  
customisable to organisation's  
current context and need**



**Powered by Catalysise  
DECODE Engagement  
model**



**3-month to 3-year  
comprehensive  
programme**

**D**

**Diagnose the  
problem scientifically**

**E**

**Evaluate solutions**

**C**

**Catalysise the chain  
of implementation**

**O**

**Observe transformed  
culture**

**D**

**Observe transformed  
culture**

**E**

**Exit & disengage  
once goals are  
achieved**

# EXPECTED OUTCOMES

Agile Organisation Design with clarified job roles + competencies

High- Performing Organisation and consistent outcomes

Feed into Succession Planning and Leadership Pipeline building

Two-way communication and culture of transparency



# Got any questions?

**Contact us**



Email: [rakesh@catalysise.com](mailto:rakesh@catalysise.com)

Phone number: +91-9819045539