



# Building a Future- Proof Transformation Office

A Practical Guide for Global Leaders



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Glad to meet you!  
About me...

- ✓ Author of “The Strategy Activation Playbook”
- ✓ Former CEO of change design consultancy **XPLANE** and strategy consultant at **Bain & Company**
- ✓ Former senior leader at **Intuit** and other tech companies
- ✓ Advisor to dozens of **Fortune 500** and global **Government, NGO, and Non-Profit** organizations leading change and transformation



# Transformation Office Webinar Series

This 5-part webinar series provides senior executives and transformation leaders with a comprehensive playbook to establish, scale, and sustain a future-proof enterprise Transformation Office (TO).

- ✓ Why Transformation Capacity is a Competitive Advantage
- ✓ Transformation Models: Centralized, Distributed, and Hybrid
- ✓ How to Set Up a Transformation Office
  - Sustaining the Transformation Capability Over Time
  - Executive Panel: Lessons Learned from Building and Leading TOs



## In Our Last Episode...

### “How to Set Up a Transformation Office ”

#### Eleven Steps:

Step 1: Establish the Business Case and Executive Mandate

Step 2: Define the TO's Mission, Scope, and Success Metrics

Step 3: Design the Hybrid Governance Model

Step 4: Stand Up the Core TO Team

Step 5: Develop the Enterprise Change Model and Toolkits

Step 6: Deploy Enabling Technologies

Step 7: Align Transformation Initiatives with Strategic Priorities

Step 8: Build Local Activation Networks

Step 9: Launch, Communicate, and Engage Stakeholders

Step 10: Cultivate a Culture of Change

Step 11: Continuously Improve and Scale

→ **Change capacity is the future's durable competitive advantage.**



# Today's Objectives

We'll explore how to keep a Transformation Office (TO) relevant, high-performing, and deeply embedded as a core organizational capability, while securing lasting C-Suite support and acting as a “secret weapon” in bridging strategy and execution.

- ✓ Understand why the Transformation Office **must be a permanent enterprise capability**
- ✓ Learn **best practices** for sustaining a high-performing TO.
- ✓ Identify **common risks** and actionable strategies to mitigate them



**Poll:**

**What is the biggest threat to sustaining a high-performing Transformation Office in your organization?**



## Point of View:

**The Transformation Office is not a project — it's a capability.**

- In many organizations, TOs are launched as urgent, high-profile initiatives to solve immediate strategic challenges. They often start with momentum but risk losing relevance when their initial mandate is complete.
- In today's environment transformation is not a one-off event. It is an enduring capability organizations must cultivate to remain competitive.
- The most successful companies treat their TO as a core enterprise function: a dynamic engine for orchestrating change that adapts and scales as the organization evolves.

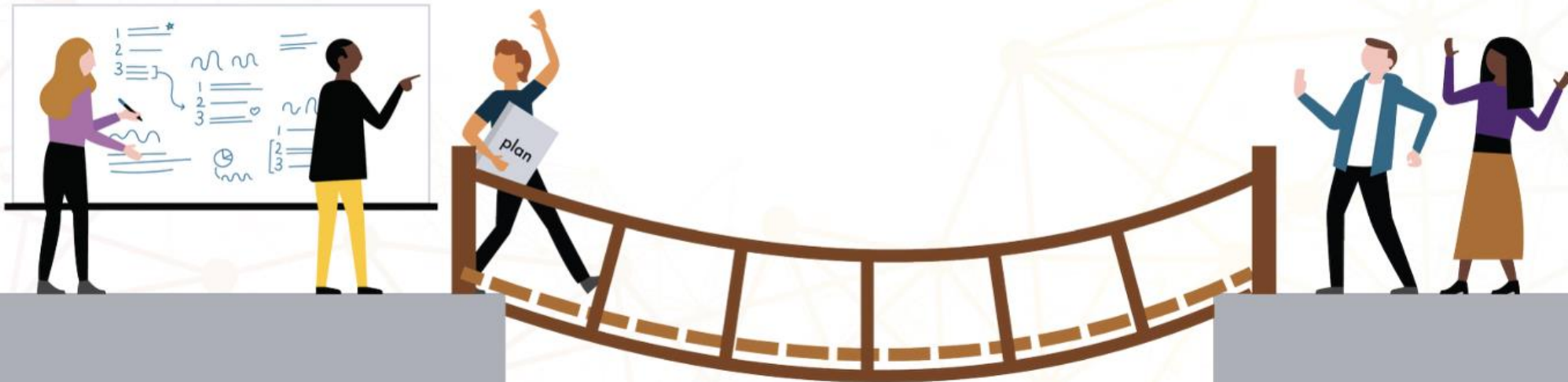
**→ The TO is the connective tissue between strategy and execution. Without it, great strategies die on the vine**



# Three Reasons Why the Transformation Office Must Be a Permanent Capability

1. Continuous disruption demands ongoing transformation.
2. We need to bridge strategy and execution.
3. Institutionalizing change must be a core competency.

Strategic Planning -----> Strategic Execution





# Best Practices for Sustainability

## 1. Building Adaptability into TO Processes

→ *A sustainable TO must evolve in sync with the business. The most resilient offices embrace adaptive governance — structures and processes that enable rapid reprioritization in response to market, customer, and internal signals.*

### Key Practices:

1. *Quarterly portfolio reviews to re-evaluate initiative priorities.*
2. *Agile governance models replacing rigid stage-gate processes.*
3. *Real-time listening mechanisms that inform adjustments to transformation priorities.*



# Best Practices for Sustainability

## 2. Talent Development and Succession Planning

→ *Transformation Offices thrive when they become talent incubators. Investing in people ensures continuity and builds organizational credibility.*

### Key Practices:

1. *Cross-functional rotations for high-potential leaders.*
2. *Mentorship programs for next-generation TO leaders.*
3. *Succession planning for critical roles to maintain continuity.*
4. *The Right People for the TO*



# Best Practices for Sustainability

## 3. Creating Repeatable Playbooks for Change

→ *Repeatability creates resilience. Standardized playbooks make the TO more effective and scalable.*

### Key Practices:

1. *Playbooks for common scenarios.*
2. *Frameworks and processes for strategy activation.*
3. *Engaging exercises for alignment and buy-in.*
4. *Best practice repositories for continuous improvement.*
5. *Actively Scaling Best Practices.*



## Point of View:

If the TO isn't **part of the C-Suite**, It had better have VIP access

→ Securing executive sponsorship is essential for the TO's survival and growth.

→ The most successful TOs approach C-Suite engagement proactively and position themselves as strategic partners, not tactical implementers.

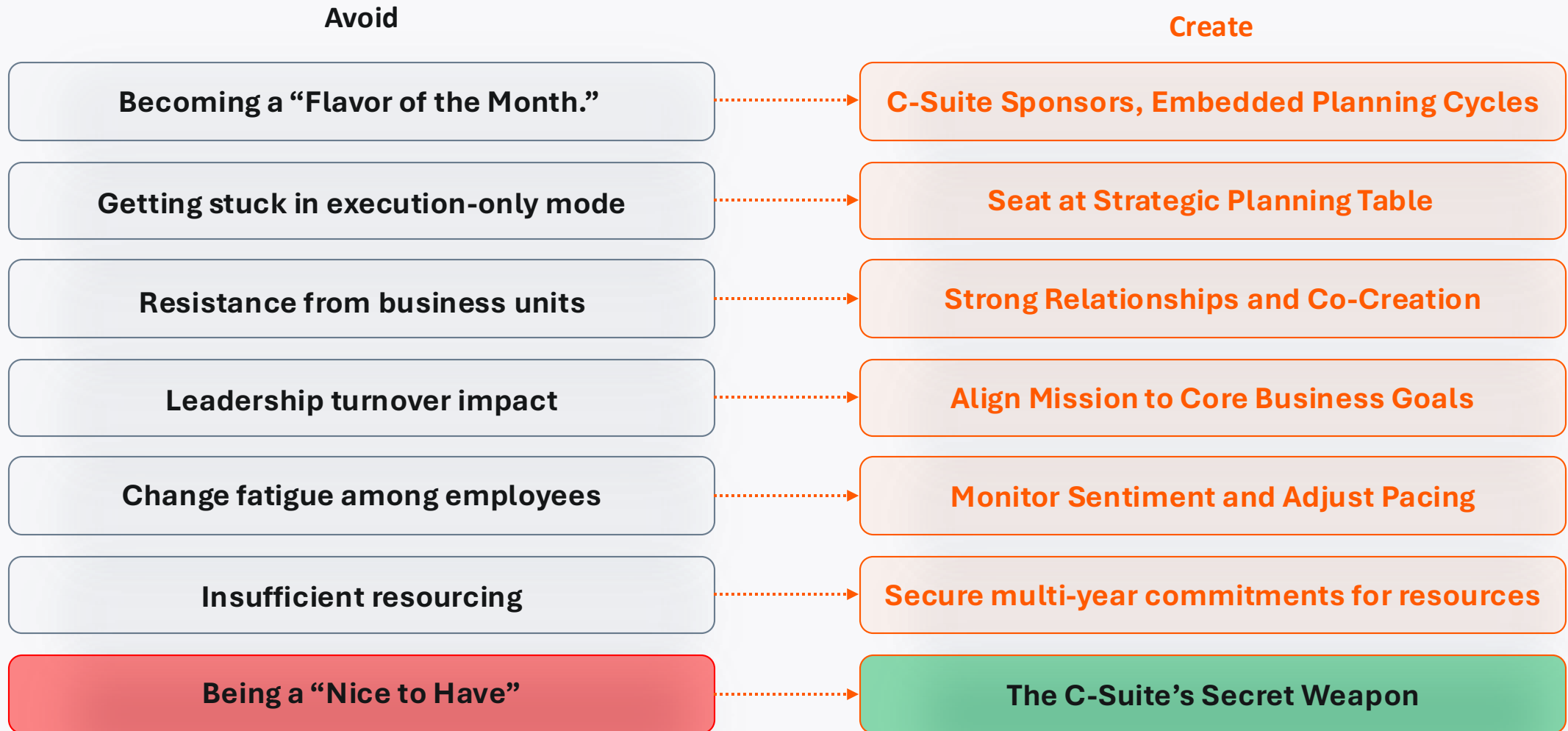


# Detailed Recommendations

1. Regular impact reporting aligned to enterprise KPIs
2. Highlighting success stories and testimonials
3. Formalizing the TO's role in strategic planning cycles.
4. Position (and Brand!) the TO as a Strategic Partner



# Common Risks To Watch: From Pain to Gain



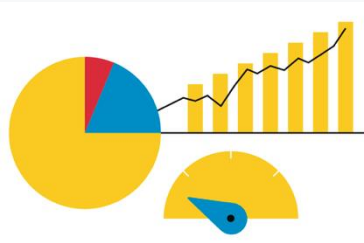
POV:

# Takeaway: The Sustainability Playbook



# Executive Takeaway:

## Key Plays for Sustainability



### Play 1: Build adaptive processes with real-time feedback

A TO must continuously sense and respond to shifts in employee sentiment, market dynamics, and organizational priorities. Real-time feedback loops empower leaders to pivot quickly and ensure transformation initiatives remain relevant and effective



### Play 2: Recruit & develop high-EQ, cross-functional change leaders

The right talent blends strategic insight with emotional intelligence, fostering collaboration and trust. Building a pipeline of such leaders ensures continuity and strengthens the TO's ability to influence across the organization.



### Play 3: Establish a comprehensive change activation methodology

This means going beyond one-off toolkits to create integrated playbooks, frameworks, and engagement methods. Such a methodology equips the organization with a consistent, scalable approach to driving transformation.





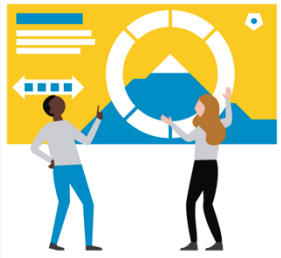
# Executive Takeaway:

## Key Plays for Sustainability



### Play 4: Institutionalize best practices and lessons learned

Systematically capturing and sharing insights from past initiatives creates a knowledge-rich environment. This accelerates future programs and embeds continuous improvement into the TO's culture.



### Play 5: Embed the TO into enterprise strategic cycles

Transformation must be part of the company's DNA. Involving TO leaders in annual planning and governance processes ensures alignment with long-term business goals..



### Play 6: Consistently prove value through data and stories.

Executive sponsorship depends on demonstrated impact. Combining quantitative results with powerful narratives builds trust and reinforces the TO's role as a driver of organizational success.



## The Takeaway:

**When it becomes a core enterprise function, the TO becomes a permanent capability for driving continuous reinvention in an age of disruption.**



# Closing Thoughts

## Provocative Questions Every TO Leader Must Ask:

1. How have we made it adaptive?
2. What is our process to ensure we are investing in people and culture?
3. Can we prove the value in real-time?
4. How are we embedded in both strategy creation and strategy execution?



## What's Next?

- Audit your organization to ensure it is adaptive, investing in people, proving the value, and embedded in strategy.
- Join us next week to hear how other leaders have experienced this journey



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# What's Next?

## Webinar



[Link in Chat](#)

## Demo

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See how Tigernall supports  
change activation at scale

[Link in Chat](#)

## Office Hours

30 Minute Meeting to  
discuss your change  
challenge or the content of  
this series

[aric@Tigerhall.com](mailto:aric@Tigerhall.com)



# Discussion





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# Thank You!

