



FLEX™ Transformation Roadmap





MOTIVES. The reasons for the transformation are legitimate, known, accepted and shared.



VISION. There is a clear, inspiring, shared vision about what the transformation will accomplish.



KEY OBJECTIVES. The vision is expressed in a few key objectives that provide specific guidelines.



ECOSYSTEM. Management and follow-up committees as well as mechanisms are in place to manage the transformation, prioritize and track strategic initiatives, as well as monitor and handle transformation issues.



PRIORITIES. « Priority initiatives » for achieving the key objectives have been defined. They are sequenced logically, based on the organization's capacity to achieve and adopt them.



ENGAGEMENT. The managers' and employees' level of commitment to the transformation and the plans is measured regularly, in order to adjust the change management practices as required. The engagement of executives and managers must be secured before trying to engage the employees.



MEASURES. The organization has adopted the means to sustain the change. The behaviours, practices and benefits expected from the transformation are audited and measured until the changes are firmly rooted.