

Emerging technologies are changing the way you do business.

Are you prepared?

Emerging technologies, like Blockchain, Artificial Intelligence, Automation, and Robotics, are forcing industry leaders to think about what the economy of the future will look like and the impact it will have on their organizations. Creating and protecting value within a new economy shaped by emerging technologies requires preparation. Two key steps are a critical part of that preparation: 1) clearly identifying what change means for your organization and, 2) creating a strategic plan to prepare for and implement that change.

Organizations are often overwhelmed by the range of possible decisions to be made when preparing for the future. It is imperative that organizations blend their long-term vision with their short-term demands to identify and establish a transitional strategy that allows for success, both today and in the future.

Establishing a clear, impactful vision and executable plan is not inherently difficult, but does require purposeful and objective strategy development with consistent oversight during implementation. **The Solutions Group and Toffler Associates** provide organizations with the tools necessary to do just that. We help clients understand the implications of future change to their organizations, align and prioritize decisions, and communicate to internal and external stakeholders their vision to create future value.

How can I create value today and tomorrow?

To be successful, leaders must recognize that decisions focused on immediate challenges and those needed in the future often seem in conflict. Our team has a proven methodology that aligns two distinctly different, yet symbiotic types of activities: those designed to promote growth, and those designed to strengthen your organization's current state. Both will drive value across immediate, mid-term and long-term time horizons and complement each other when executed as part of a deliberate transformation strategy. Clearly defined and communicated visions, a shared understanding of the journey, and change management support efforts in both growth and strengthening categories are central to this process.

What are growth efforts?

Growth efforts focus on understanding and driving towards future business objectives. Activities provide strategic alignment, strengthen culture and innovation, and increase agility to prepare your team for market disruptions. They enhance strengthening efforts by driving alignment and helping organizations prepare for and thrive in a changing market with new technologies and customers.

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- **Current state gap analysis** – Establish clear parameters around current messaging state and determine what, if any, gaps need to be backfilled.
- **Tiger teams** – Build alignment across lines of business by leveraging cross-functional approaches to problem solving to create vision and strategy buy-in across the organization.
- **Communication strategy work groups** – Identify and prioritize formal and informal communication channels and, core messages for dissemination across internal, external and customer segments.
- **Organizational design optimization** – Apply knowledge of organizational and technological direction to create courses of action for transformation that drive efficiencies while preparing for change.

What are strengthening efforts?

Strengthening efforts reinforce and bolster existing operations to accelerate performance. Activities are designed, implemented, and aligned to create and protect value today. These efforts, while focused on immediate value delivery, are aligned to future goals. We ensure a clear bridge between current and future-state efforts, outcomes, and, most importantly, value.

- **Policy alignment and training** – Assess current and emerging policies to ensure alignment with future vision, current needs and efficiency goals; train employees to operate in a new environment.
- **Workforce mapping and optimization** – Identify where and when workforces should be combined or divested given the technological process and policy changes.
- **Process re-engineering** – Assess current processes and procedures for alignment and efficiency in preparation for future technologies.
- **Future value analysis** – Identify attributes of future and current successes including KPI and other metrics.
- **Planning sessions and visioning exercises** – Create understanding and alignment around desired current and future outcomes; employing scenarios and facilitation to identify and combat biases or flawed assumptions.

The Solutions Group and Toffler Associates can help your team make sense of a complicated future and, more importantly, make decisions today to drive immediate value in preparation for your future. Our team brings an objective and experienced perspective on change management and will work with you to customize and align efforts to position your team for success. We look forward to working with you to define and align critical steps that can be immediately taken to create and protect value, both today and in the future.

To learn how we can help your organization prepare for tomorrow, contact:

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