



# Business Projects

## Is your organisation ready to change ?

### In Brief

When embarking on a project or broader programme of change many executives feel uneasy about their organisation's ability to deliver the business outcomes.

Enton uses experienced change practitioners and tools to measure a programme's readiness to deliver its objectives, and to set actions to address identified weaknesses.

The assessment is swift, delivering an executive briefing and written report. The results allow business leaders to exercise greater oversight and influence, improving business outcomes.

Readiness is measured across the six characteristics determining programme performance: **Proposition, Impact, Implement, Transition, Leadership and Governance.**



Ask executives how they feel at the start of a business project and they are likely to say two things. "Excited by the opportunity", and "apprehensive about the organisations ability to deliver the required business outcomes." A glance at project success statistics will only confirm this sense of unease.

If you have concerns about your business project, then before committing precious resources you should step back and gauge how ready the organisation is to deliver the objectives. A readiness assessment delivers an executive level briefing on the overall health of a programme, a key findings report and actions to address issues identified.

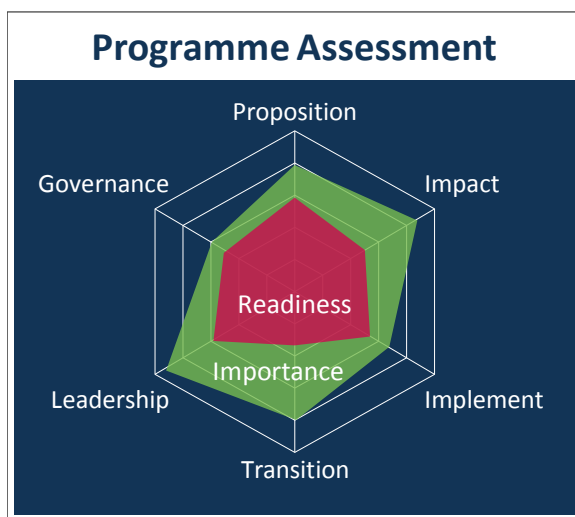
The assessment is an important step in creating value from change as it addresses weaknesses which may otherwise derail the venture. It brings clarity and confidence, allowing the senior team to exercise more effective oversight and have greater influence over the business outcomes.

### The Rapid Assessment Method

The assessment is made through a series of reviews and face to face discussions with executives, stakeholders and key project representatives over a few days by an experienced change professional using the assessment tool from Enton.



The method gauges the **Importance** of six determining characteristics to the success of the venture, and the organisation's **Readiness** to deliver each characteristic under control. Significant gaps between **Readiness** and **Importance** are signs of weakness in the programme.



## Programme Characteristics

Beginning with the **Proposition** for change the objectives and benefits of the programme are examined. From here the assessment looks at what the organisation needs to change and the **Impact** on the current operating model.

The **Implementation** plans are then tested against the proposition and impact, and the organisation's readiness to execute the necessary programme of work is gauged.

**Transitioning** the current operation to the new ways of working, often a planning afterthought, is next to be assessed.

Lastly, two critical executive level functions are assessed, **Leadership** including communications, and the **Governance** necessary to steer the programme towards the objectives through inevitably changing circumstances and periods of ambiguity.

## The Report

The findings from the assessment are presented both in an executive level briefing and a report comprising:

- **A Summary Assessment** on the health of the programme;
- **Key Findings** from the programme assessment;
- **Action Points** recommended to address any perceived weaknesses or issues with the programme.

Armed with a readiness assessment business leaders are able to address issues in their change programme before they cause disruption or degrade returns on investment.

Once the report is delivered, Enton can guide the senior team in implementing the findings.

## Action Now

If your organisation is beginning a new programme of change, or having difficulty with an existing one, then please contact Stephen Wahl for an informal discussion on 01483 243 571, or email us at [info@entonct.com](mailto:info@entonct.com).

## About Enton

We help our clients with the delivery of business change.

We are experienced people with business, programme and technology backgrounds able to work at all levels within complex organisations.

Enton works with its clients to increase their top line performance and improve bottom line returns.

If you are about to embark on a new initiative or have problems with an existing one then please contact us.



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