



Adaptive Leadership Workshop



At a Glance

Empower your leadership team to extend and amplify the impact of a successful, self-sustaining digital transformation. Our expert business agility consultants engage with a team of executives or senior leaders to enable a lean-agile mindset — a requirement for building an organization that rapidly delivers innovative solutions that matter most to its customers, and that motivates and aligns the workforce. For agility to improve business results, leaders must embrace and support real transformation throughout the organization — and within themselves. We help the executive team identify the valuable, specific next actions to accelerate the impact of a digital transformation.

Your Business Challenges

Time-to-market pressure. Market forces are accelerating product lifecycles. It used to take years for disruptive innovations to destabilize incumbent industries; now it seems to happen overnight. You need to retool to respond to challenges.

The consumerization of IT. Your employees and customers have elevated the performance expectations for software—both inside and outside the business—demanding product quality, reliability, usability and overall satisfaction. Your IT organization now drives customer interactions and your brand.

Market instability, disruption, shifting business models. Business models are changing faster than ever due to globalization, consolidation, market instability and the competitive forces of more nimble companies undercutting you on cost and functionality. Agility in every part of your organization will prepare you to keep pace and adjust faster.

Due to these pressures, a digital transformation is not a simple process-improvement initiative but an integral part of your digital transformation, which must be a key business initiative. Therefore, it requires your stewardship, with you prepared to lead the way.

Benefits to your organization

Service Features

- **Frame your business challenges.** Transformation only matters if it's designed to drive real outcomes that matter to the business.
- **Identify impediments and opportunities for your business.** We base these on your business's experience with agile and DevOps thus far.
- **Unlock the secrets of an agile and lean mindset.** Grounded in our unmatched experience with enterprise transformation, we explore how your leadership team might unlock a bigger impact from agile efforts by thinking, speaking and acting from a focus on flow of value, transparency, rapid learning and respect for people.
- **Define measurable outcomes.** Determine or update the leading indicators of success.
- **Build a plan.** Identify next steps based on your organization's transformation journey.

Key Outcomes



Enable the lean-agile mindset to rapidly deliver innovative solutions that matter most to your customers.



Prepare to lead the organizational change that will motivate and align a collaborative workforce focused on delivering continuous value.



Create actionable next steps that align with current business priorities and delivery capacity.

Offering Overview

For agility to improve business results, leaders must embrace and support real transformation throughout the organization and within themselves. Leadership needs to adopt a new mindset toward greater business agility—a new business operating system to sense and respond to change in high-uncertainty environments; to accelerate learning that increases economic outcomes; and to motivate and align a collaborative workforce focused on value delivery.

The *Adaptive Leadership Workshop* is designed to help you respond to market and internal changes quickly and confidently by accelerating innovation and eliminating the cost of business delay through a powerful workshop.

Foundation Services

The offering is a premium consulting service that includes delivering an in-person, facilitated workshop with executive-level leaders to encourage collaboration and rich discussion, share our experiences in helping other organizations achieve business agility and align the leadership team's perception of the transformation efforts so far and how to lead future efforts. This service is delivered in three distinct segments.

Preparation and data gathering. Enterprise Studio will work off-site with the customer to arrange logistics and identify the participants for the event, including their title/role, business unit/department and contact information. One-on-one interviews will be conducted between the Enterprise Studio business agility consultants and participants and completed at least two weeks prior to the workshop.

Workshop. The Enterprise Studio business agility consultants will work on-site with workshop participants. At the end of workshop, there will be an open discussion on the action items captured that may require immediate next steps.

Follow-up. The Enterprise Studio business agility consultants will work off-site to summarize the workshop findings and next steps.

Foundation Workshops

The following offerings are recommended for executives who are committed to leading their organization through a successful and sustainable transformation.

OKR Workshop. Why are OKRs more powerful than KPIs? It's because they don't focus on "doing", they focus on "outcomes", and when you change this dynamic, this is when great things happen. But the shift isn't easy. All too often companies fall into the trap of shifting to OKRs, only to have them become "KPIs with a different name". Our 1.5 day OKR Workshop will walk you and your team through the foundational understanding of how OKRs are different, and then work with you on creating your own.

Value Stream Mapping Workshop. Value Streams are the steps you need to take in order to bring value to your customer. We have designed this workshop to help create an understanding of your current value stream and identify opportunities to address pain points and achieve your business objectives. Our 1 or 2-day Value Stream Mapping Workshop presents a holistic and visual way to deeply understand how work gets done and to design an improved future state.

Build to Adapt Workshop. Recent world events have proven that any organization, anywhere on the planet can be hit with disruptions that either present dire challenges or amazing opportunities. Why is it that some organizations seem to weather storms while others lose direction and fail? How do companies build an environment where they can adapt quickly to new realities? Using the data gathered over multiple years from over a hundred interviews with agile thought leaders, we have identified the core pillars of Adaptive Organizations. In this Workshop we will measure your capabilities as they relate to the core pillars, identify the gaps, and develop a plan to merge the missions of Business and IT, making your organization adaptive and ready to face any disruptions that come your way.

About Enterprise Studio

Enterprise Studio by HCL Technologies is the leading provider and preferred services and education partner for Broadcom Enterprise Software solutions, and a leader in Agile transformation and DevOps consulting.

Whether you're an established Global 500 company or a new disruptive force in your industry, we can help you navigate complexities that come with competing in an inter-connected digital era.

We can help you achieve your desired business outcomes, quickly and confidently, by leveraging our team of seasoned technologists, coaches and educators and our power as a global solution provider and Tier 1 global value-added reseller of Broadcom CA Technologies enterprise and mainframe software.

To learn more visit: hcltech.com/enterprise-studio

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