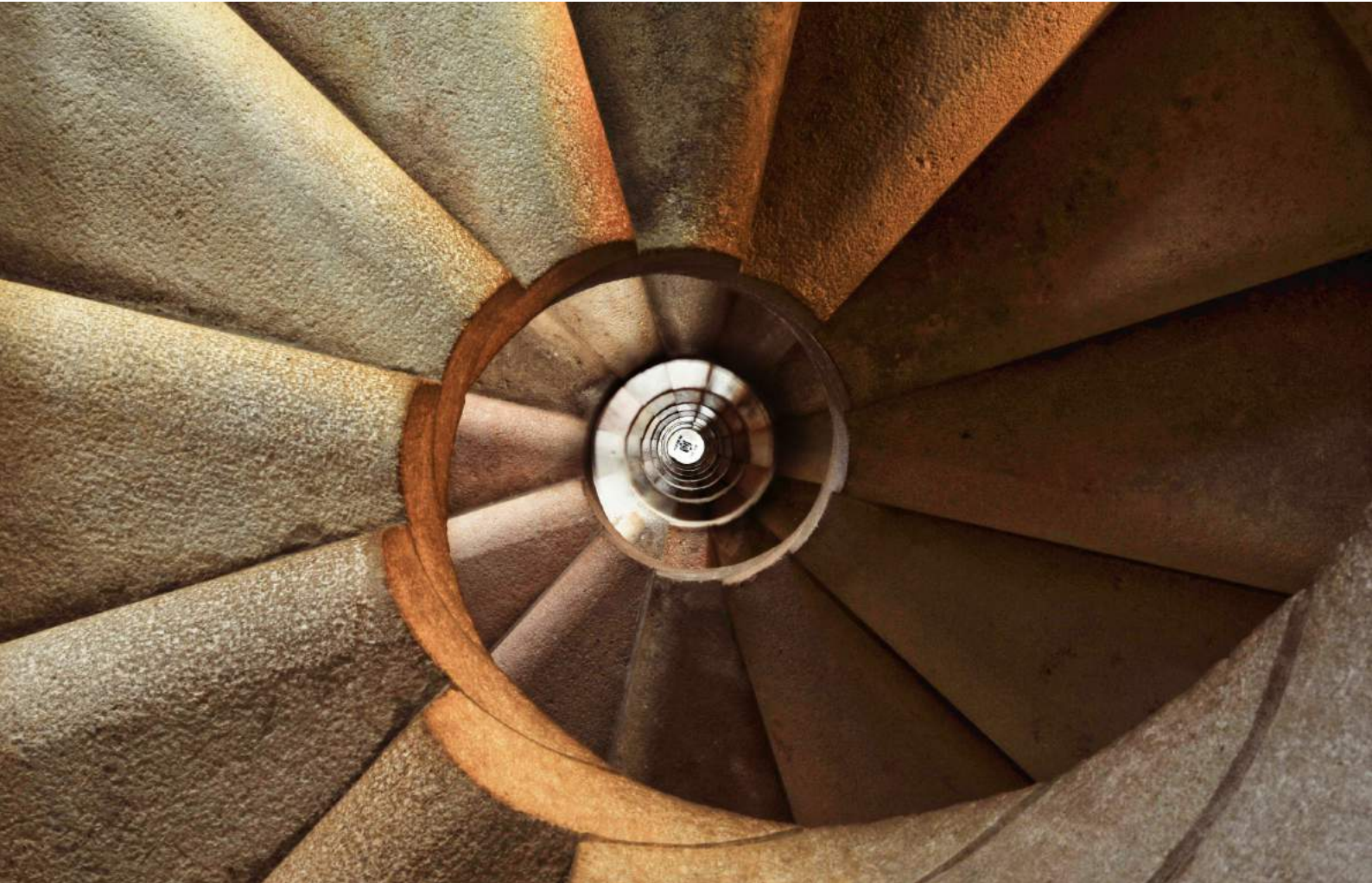Latest information regarding the
B2E Organisation Architecture
Service Offering

ORGANISATION ARCHITECTURE

Designing and developing adaptive
organisations fit for a digital economy

Lead Principal: Dr Kiran Chitta

ORGANISATION ARCHITECTURE OVERVIEW

Today's 'Fourth Industrial Revolution' is an era of digital disruption, with added political, economic, social, regulatory and environmental uncertainty. Every sector and all business functions are being affected by digitalisation, uncertainty and the constant need to 'transform', one way or another.

In this context, transformation efforts require organisational and leadership agility. Agility is the underlying adaptive capacity of the organisation and its leadership. We use the term 'agile' in a loose sense, as a broad way of thinking about organisations, rather than in a very narrow, or strict one-size-fits-all way.

We are finding that the challenge for today's leaders is that while the rate of change in technology is exponential, the rate of change within their own organisations is much slower and subject to several types of 'resistance'. Major strategic shifts, functional change programmes, corporate restructuring programmes, or technology transformations, invariably meet the challenges of human complexity and scale. Our organisation design and development offering, which we refer to as Organisation Architecture, seeks to develop agility, while supporting strategy execution, business transformation and technology adoption.

Agility closes the gap between the external rate of change within technology, and the internal rate of change inside organisations. In doing so, we help clients unlock the enterprise value of technology and we enrich peoples' jobs. We help our clients build greater connectivity across the internal silos that get in the way of customer centricity, and performance.

TYPICAL CHALLENGES

Projects are always anchored in a client's realities and the specific activities or deliverables will reflect a client's situation. However, we tend to find that our work clusters around the following areas of work:

- Implementing organisational change effectively so that a client achieves the desired business outcomes
- Aligning the culture of the organisation to the mission, vision and values
- Designing a workforce to enable technology and strategy adoption and execution, while developing agility
- Building agile and effective leadership teams who embody the mission and direction of the organisation
- Enabling greater fairness, diversity and inclusion while implementing strategy and technology transformation
- Identifying and managing high potential talent, and building a leadership pipeline for a digital future

UNIQUE SOLUTIONS

A Holistic and Evidence-Based Approach to Developing Agility and Enabling Change

To thrive in today's working environment, executives benefit from thinking and behaving in an agile way.

Employees throughout a workforce need to adapt to new technology, while continuously delivering high quality products and services to customers.

This can require people at every level to move away from a traditional approach to change, a very predictable journey from an 'As Is' towards a 'To Be', and to be comfortable with greater ambiguity than ever before. In this complex context, we work with leaders and their teams to change mindset, behaviour and ways of working.

We do this with the benefit of digital psychometric tools which allow us to measure agility and then use this diagnostic data for performance coaching and organisation development purposes. We identify the areas that will make most difference and focus on these in our work with you.

The typical work of organisation design focuses on reporting structures and processes (business agility). Without the appropriate reinforcing mechanisms of agile leadership, an enabling culture and exciting career incentives, structural and process changes can fall flat. We offer an integrated organisation design and development service. We can help you clarify and then address your specific areas of greatest need.

Kiran Chitta's Holistic Model of Agility – from his latest book, Strive: Unlocking agility and unleashing talent in a digital world

B2E has access to a network of organisational psychologists, organisation design specialists, change specialists and expert facilitators, who also have business acumen and technology awareness. Our Lead Principal, Dr Kiran Chitta, has over twenty years of experience helping leaders with complex human challenges. Based in London, Kiran supports clients internationally. He has also lived and worked extensively in the Middle East and Asia Pacific regions. He is faculty at several leading research and training institutes. After starting his career at Procter & Gamble, Kiran has held several senior positions in people and organisation development, including consulting roles at Deloitte, Accenture and Oliver Wyman. Kiran has been a member of the UK Senior Civil Service, building capabilities which have supported UK civil service reform. Kiran has a degree from Oxford University in experimental psychology, master's degree from the Manchester Institute of Science and Technology in organisational psychology and a doctorate from the Metanoia Institute, a leading psychotherapeutic research and training institute. He is a Chartered Psychologist, Associate Fellow of the British Psychological Society, and the author of two books.

Our scale means that we are able to build teams of genuine experts, usually with more than 10 years relevant experience, to help support client initiatives.
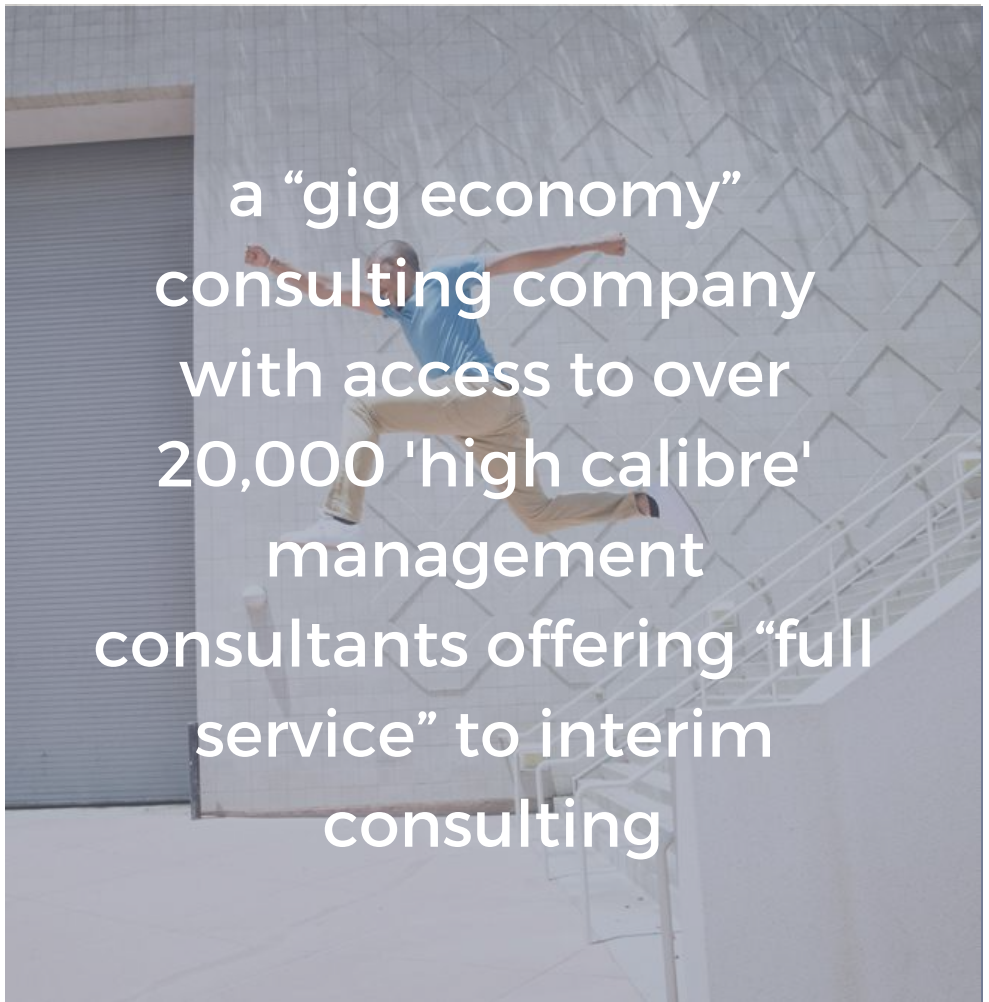
Our Consulting community of over 20,000 high calibre, expert consultants, allows us to select experts with functional and industry experience, ensuring we fully understand the client's goals, content and context.

We usually expect to partner with the client to develop solutions that will be truly effective, different and memorable whilst leveraging our unique business model to ensure quality and value for money.

b2e

CONSULTING
FUELLING TRANSFORMATION. POWERED BY EXPERTS

a "gig economy" consulting company with access to over 20,000 'high calibre' management consultants offering "full service" to interim consulting

Why B2E?

1. Immediate access to quality consultants at significantly lower cost

2. Specialist delivery through a consulting community of >20,000 experts

3. We understand transformation - our B2E team share >200 years top tier consultancy experience

The majority of our B2E Community have come from the top 10 global consultancy firms

Trusted by...

AIG
Linklaters
BAA
LV=
HSBC
Virgin media
Santander
Standard Chartered

>50%
B2E Community has 'Financial Services' experience. (>10,000 Consultants)
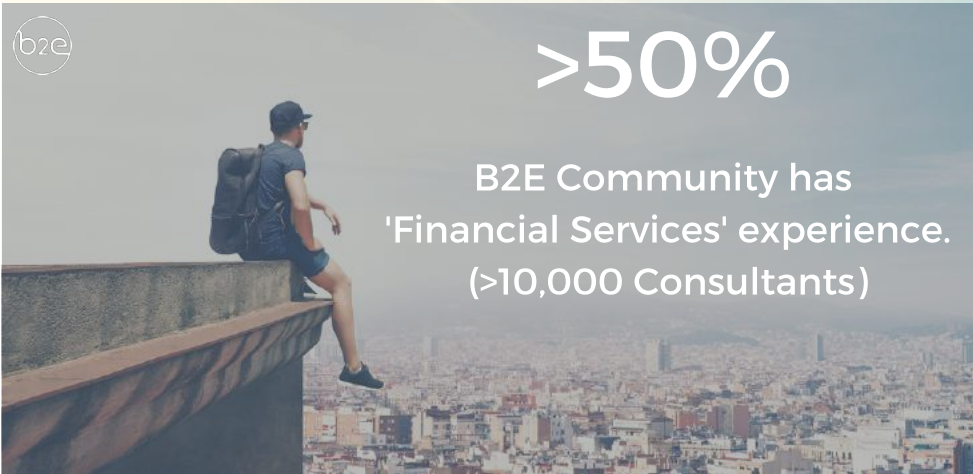
Since 2002, our Consultants have worked on ~700 business transformation assignments across a range of areas, technologies and business challenges

www.b2econsulting.com