



# From Legacy to Future



# Journey Ahead

## **01. Transformation Context**

Finding your identity after 200+ yrs of existence.

## **02. Human- Impact**

Essential capabilities beyond AI: resilience, storytelling, and ethical decision-making.

## **03. Adapting**

Building people ecosystems that evolve with workforce needs and technological advancement.

## **04. Managing Change**

Change strategies to be competitive.



# The Global Transformation Imperative

## Current Reality

- Strategic Refocus
- Simplification of Global Footprint
- Better Capital Allocation
- Control and Risk Gaps Highlighted



## Approach

**Business Reorganization leading to letting go of the global identity. After two centuries of identifying a certain way, we are finding our identity and What defines US?**



## Market Competitiveness

**Time is of the essence. Like life, business goes on. Competitors moving at pace as they see opportunity. Talent looking for stability. And new employees feeling overwhelmed.**



# Human Impact

## Resilience Architecture

Building organizational and personal resilience requires systematic approaches to navigate complexity and uncertainty.

## Strategic Storytelling

Narrative competency transforms data into compelling visions that inspire action and align diverse stakeholders.

## Ethical Decision-Making

AI literacy includes understanding biases, limitations, and ethical boundaries of automated systems and human oversight.

# Adapting

## Flow of Work

Embed change adoption within daily workflows through Digital Adoption Platforms providing contextual guidance.



## Personalized Nudges

Create adaptive experiences that adjust based on role, location, performance, and career aspirations.



## Digital-First Delivery

Design asynchronous and micro experiences for distributed hybrid workforces.



## Outcome Measurement

Track leading indicators like readiness scores and engagement trends, plus lagging indicators including productivity improvements and error reduction.



# Integrated Change & Upskilling Strategy

## Knowledge Development

Deploy adaptive learning ecosystems with flow-of-work integration for continuous capability building.

## Ability Application

Provide hands-on practice environments and mentoring support for skill transfer.

## Reinforcement Cycles

Measure outcomes and iterate on learning approaches for sustained transformation success.

## Awareness + Foundation

- Communicate transformation rationale and future skills landscape to build change readiness.
- Conduct skills gap analysis and AI readiness assessments across all organizational levels.
- Establish upskilling governance and learning infrastructure for sustained capability development.

## Desire + Engagement

- Create compelling career pathways showing human-AI collaboration opportunities and growth potential.
- Build psychological safety for experimentation with new technologies and working methods.
- Implement peer learning networks and success story sharing to motivate participation.

## Transformation

Continuous upskilling ensures sustainable change by building individual & team capability at each phase while addressing organizational transformation needs systematically and measurably.

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