

The Human Face of Transformations

Bishakha Majumdar

The Environment

Stakeholders



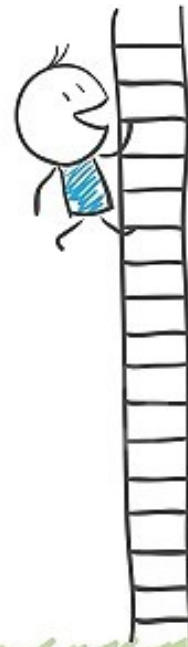
Global Standards



Competitors



Career Growth



Career Ladder

- Procedures
- Responsibilities
 - Culture
- Relationships
 - Politics

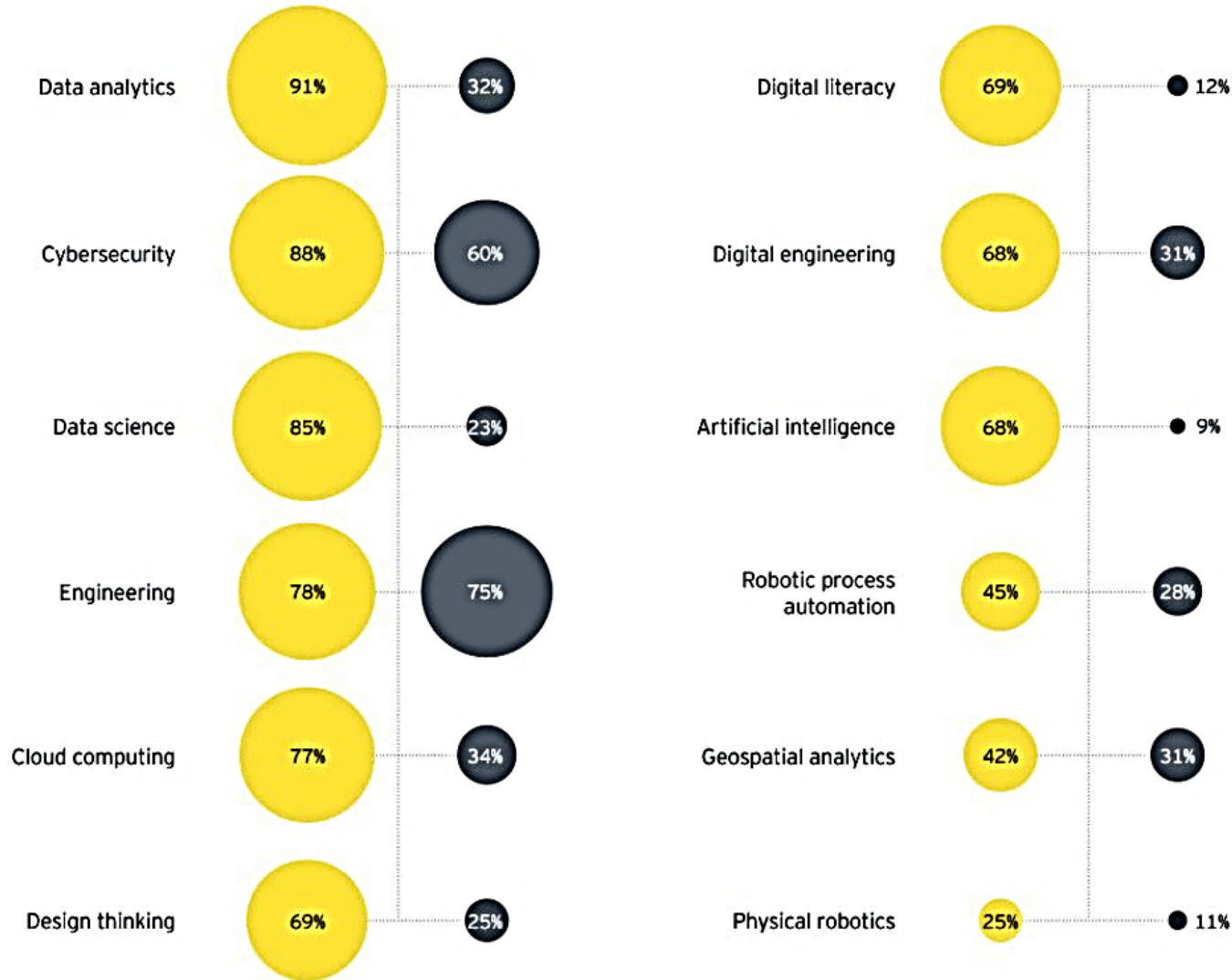
Leadership Vision



“The path to the CEO’s office should not be through the CFO’s office, and it should not be through the marketing department. It needs to be through engineering and design.” - Elon Musk

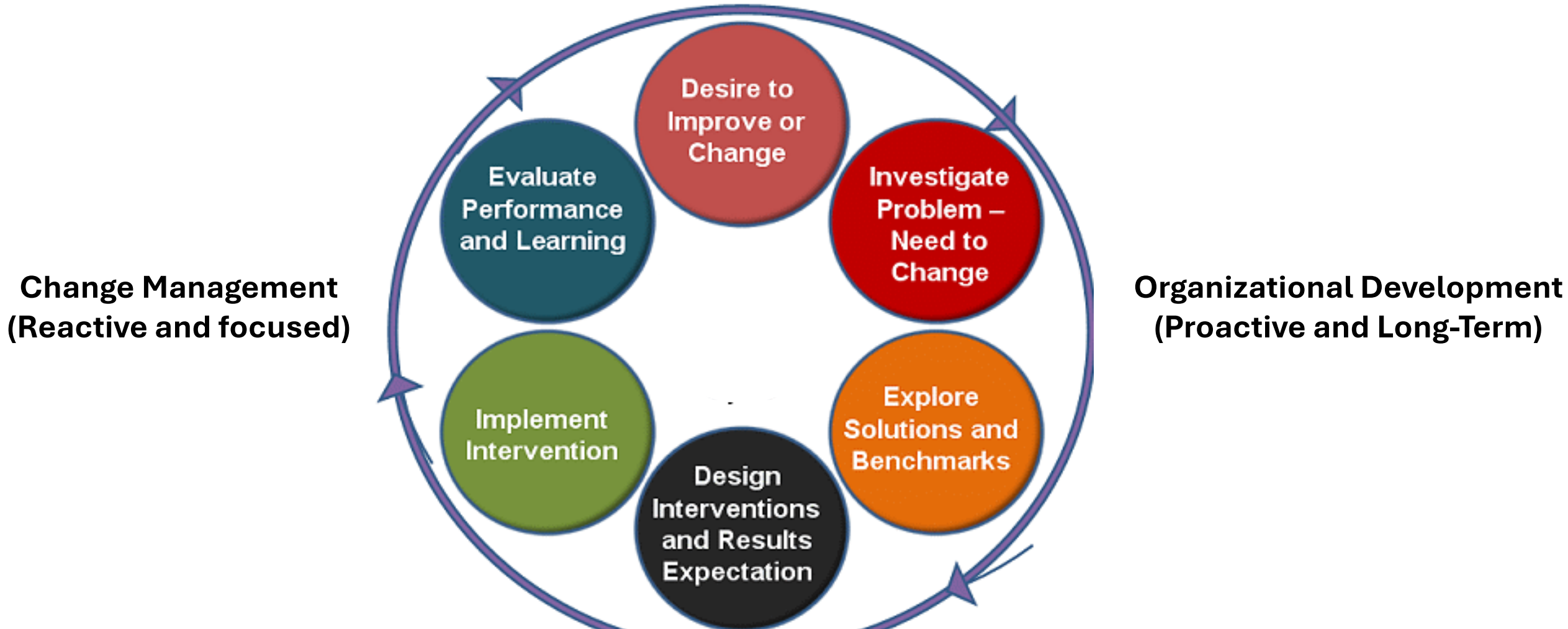
Skill importance vs. current maturity

● Critical + very important ● Advanced + expert maturity



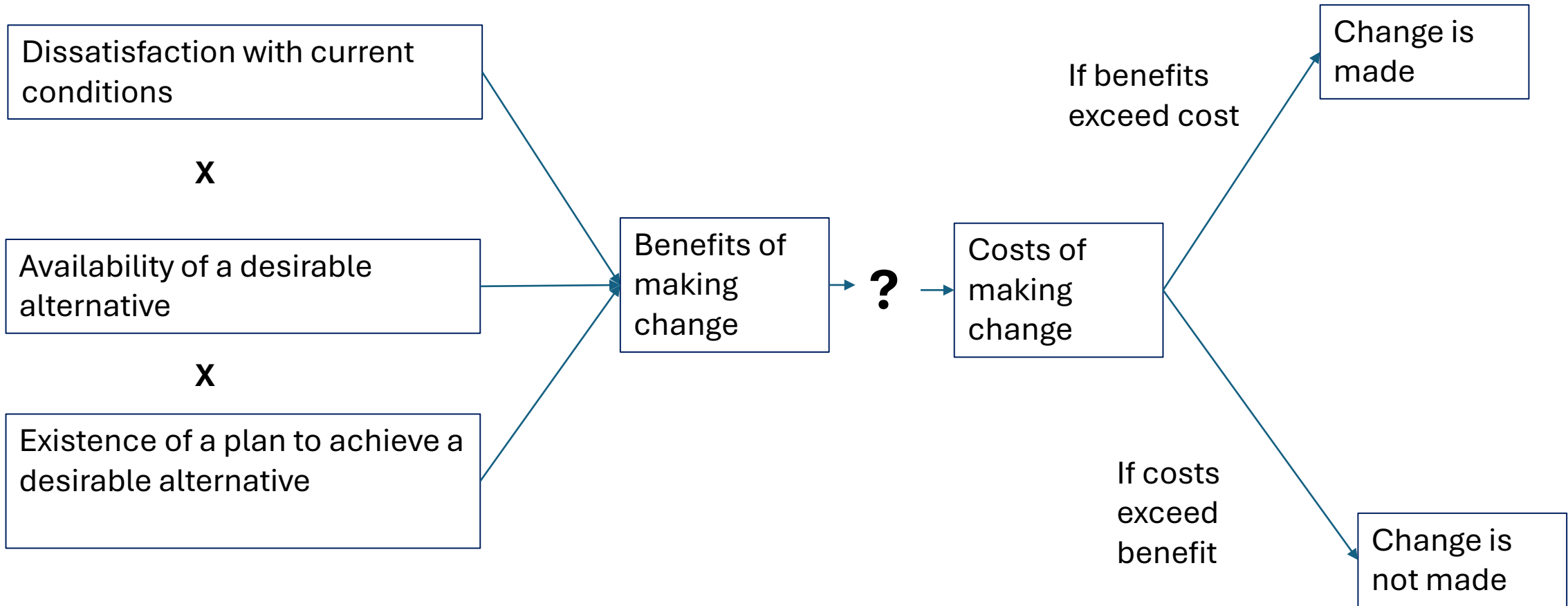
- By 2025, 85 million jobs may be displaced by machines, but 97 million new roles may emerge (WEF, 2018)
- Only 58% of the core job skills will remain the same in the next five years – leading to need for significant reskilling and upskilling.

How do we change an organization?

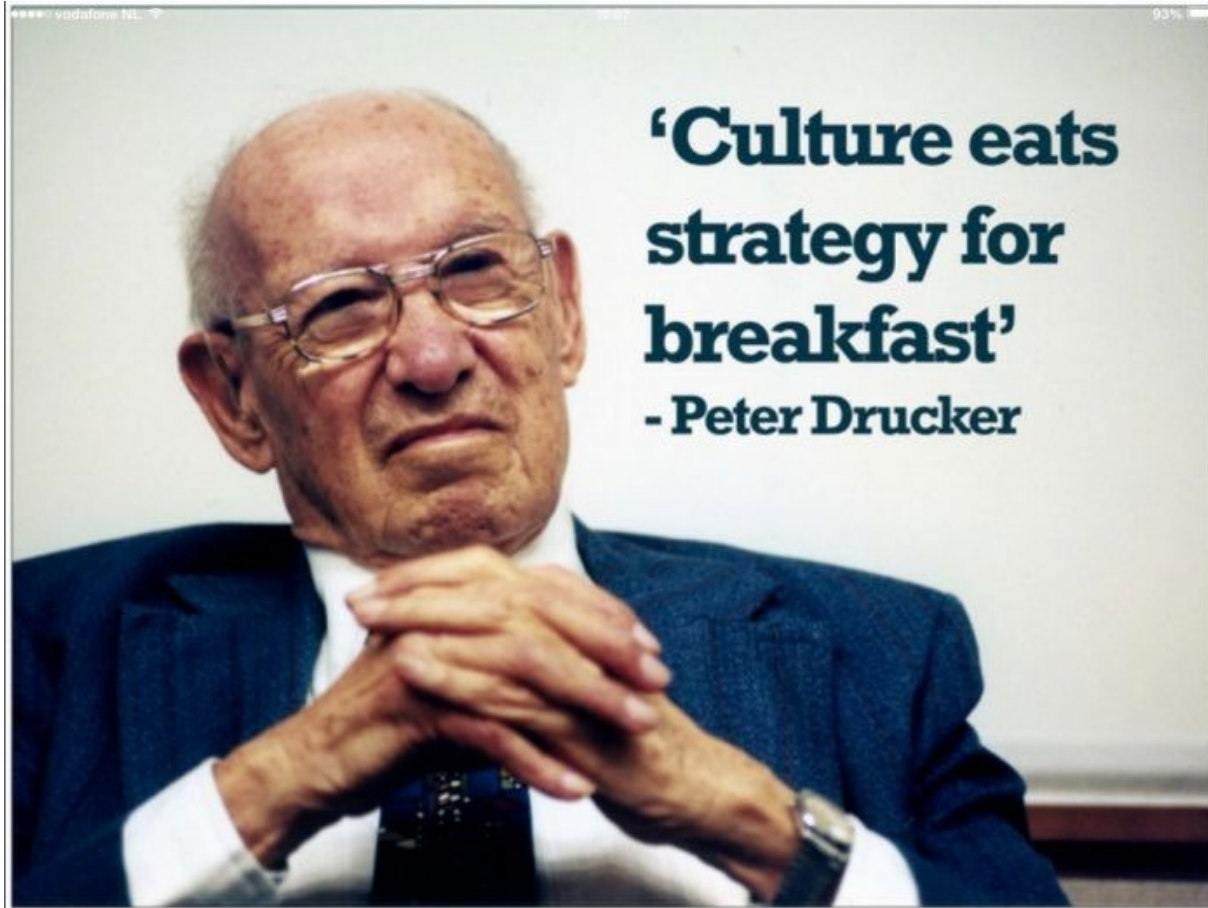


How Change Happens

*One-third of change efforts fail within 3 years,
and almost 80% do not realize their value*



Greenberg, 2015



Bishakha Majumdar. Executive Certificate Program in
Strategic Transformational Leadership Management. April-
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- Change depends as much on human factors as it does on strategic planning
- The readiness for change and the understanding of what needs to be changed varies from person to person
- We resist when we see that the change is 1) not achievable 2) not relevant to targets 3) not leading to worthwhile targets
- Give change time. Nothing changes overnight