

Creating Shared Vision for Enterprise Transformation

Technology driven transformation with Christina Tangora Schlachter, PhD



The Challenge

As national oil and gas enterprise launched a multi-year business transformation initiative, the organization faced increasing operational complexity. Hundreds of processes, enterprise systems, and performance metrics had evolved independently, making it difficult for employees to understand roles, navigate work, and consistently deliver results.



My Approach

Designed the organizational change and stakeholder engagement strategy to support enterprise transformation. Key elements included:

- Creating a shared vision for the future operating model
- Building a stakeholder governance structure
- Facilitating workshops to define future-state processes
- Developing communication and readiness strategies
- Establishing phased implementation and adoption plans
- Aligning technology implementation with business processes and workforce capability

Business Impact

500	Business Processes
169	Core Applications
26	Enterprise Systems
1	Scalable change framework

Employee involvement reflected operational realities.

“**Technology doesn't transform organizations. People using technology differently do.**”



Key Insight

Technology implementations succeed when organizations create shared ownership of the future, not simply awareness of the project.

Involving employees in defining future-state processes reduces resistance, improves adoption, and builds better solutions.

The Framework



Understand



Design



Align



Implement



Sustain