

Repeatable Transformation™

Build the capability to transform repeatedly
as business conditions evolve.



START HERE

PHASE 0



The Load Line™ Assessment

Understand your executive team's alignment, strengths, gaps, and readiness across the six future of work domains. Establish what your company can realistically carry now—and where focused attention will have the greatest value.

Each phase is customized to your company's current needs and Load Line™



PHASE 1

Leadership

Strengthen the people who lead the change.

Explore and align on the leadership practices that make transformation possible. The Executive Imperative™ prioritizes six human capabilities that complement rather than compete with AI.

Judgment · Curiosity · Communication · Empathy · Systems Thinking · Courage



PHASE 3

AI & Automation

Design the partnership—and retain human authority.

Map what people and machines should do, what they can achieve together, and which decisions remain human. Connect AI priorities to business value, accountability, and governance.

Capability mapping · AI strategy · Guidelines and policy



PHASE 2

Strategy

Give every investment a shared roadmap.

Align mission, vision, values, target audience, and differentiation in a concise corporate strategy. Translate a three-year outlook into annual priorities and quarterly goals.

Clarity · Alignment · Resource Allocation · Risk Reduction · Accountability



PHASE 4

Workforce & Skills

Build capability for the work ahead.

Identify where AI is most likely to reshape existing roles and ways of working. Identify where to reskill, upskill, or hire, and position your team members to build, solve problems, and create more value in partnership with AI.

Role evolution · Human-AI skills · Continuous learning · Explore opportunities



PHASE 5

Organizational Design & Ways of Working

Align the organization with the work.

Clarify today's roles and accountability, then design tomorrow's structure, decision rights, and collaboration. Establish meeting rhythms that keep priorities, ownership, and action connected.

Right people, right seats · Improved communication · Operating rhythm



PHASE 6

Culture & Employee Experience

Make change part of how work happens.

Strengthen trust, belonging, and engagement through the leadership behaviors and operating rhythm already taking shape. Support people through change so new ways of working can take hold.

Trust · Belonging · Engagement

Alignment and change management are continuous threads throughout the entire transformation process.

ALIGNMENT

A shared vision, agreed priorities, and coordinated action.

Strategic clarity · Operational synchronization · Behavioral consistency · Psychological safety

CHANGE MANAGEMENT

Support people to minimize disruption from day one.

Build understanding, ownership, and adoption throughout the work. Strengthen belonging as new ways of working take hold.

THE INTERCONNECTION

One shift changes the system.

As one part evolves, the others must evolve with it.



Start a Conversation

Find us at thewholeenterprise.com
Email: deidra@thewholeenterprise.com