

# CHANGE

BTO<sup>®</sup>



**OVERVIEW**

BTO Change framework operates with **assessment, redesign, implementation** and **organizational projects' support** thanks to an end to end logic and specific design interventions. Our framework can be applied when a digital transformation is put in place, when introducing agile practices or when a company needs to evolve its skills set, culture and values.

**VALUE**

BTO has methods, practices and tools to support **organizational structures, business processes**, people's **behaviour**. It also implements a robust and qualified **change management** method to always accompany change.

**BUSINESS NEEDS**

Verify organizational models' **readiness** and **maturity** for business and transformation strategies



Redesign and implement **new organizational structures** (structures and processes)

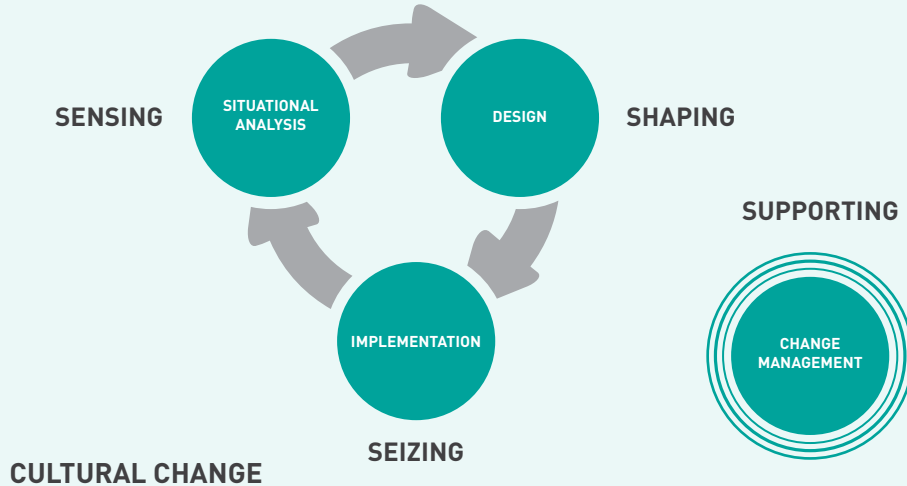


Acting on **organizational culture, role profiles** and **skills**, motivation to change (people)

**SERVICES**

ASSESSMENT & ORGANISATIONAL REDESIGN | SKILL MAPPING & EDUCATION |  
CHANGE MANAGEMENT

# BTO's Focus Areas



The approach is based on:

- 1 - Digital transformation and organizational capacity. Italian companies and the challenge of change | F.Venier, eut edizioni Università di Trieste, 2017
- 2 -From digital transformation to operating models | Roberta Raimondi, Francesco Venier. Este Edizioni, Sviluppo & Organizzazione, 2020

## STRUTTURA

Identification, mapping and comparative analysis of the positioning of the organizational.  
Verification of the structure (existing roles and areas of responsibility, internal and external relations)

## PEOPLE

Verification of the profile system (if any) and mapping of existing competences.  
Matching of skills to roles and internal gap assessment.  
Comparative assessment of critical skills

## PROCESS

Mapping and analysis of existing processes on an organisational scale, highlighting of organisational bottlenecks.  
Social network analysis, verification of workflow logics and information flows, measurement of critical and/or rationalizable hubs

## ASSET

Verification of possible synergies, rationalisation of organisational redundancies, revision of roles and processes.  
Design of the to-be model (structural set-up and processes).  
Drawing up of any new role profiles and critical competences.



**Contact Us at:**

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*Let us be your guide toward Digital Reinvention!*

**#WeAreBTO**