

Transformation

Service overview

What it is

Change is unavoidable, but it doesn't have to be stressful. With thoughtful management, it can lead to stronger teamwork and a more innovative and resilient organisation.

We support teams in finding new markets, reinventing businesses and leveraging the ever changing landscape to their advantage.

How we do it

1. Discovery

As with every other engagement, we join the client on a deep dive into the company and its environment, looking at the market, company structure & process efficiency as well as interpersonal bottlenecks.

Once all key stakeholders are on the same page in regards to goals, challenges and resources, we can prepare ground for change.

2. Definition

We help client form a Change Management Team – an empowered cross-functional unit responsible for coordinating transformation across the organisation, ensuring smooth progress.

No matter how many organisations we help change or how similar some of those may be, every transformation is unique. We re-use our tools, but never – our solutions.

3. Delivery

Deep involvement of the client team at all stages not only ensures an intuitively understood, actionable solution, but also their buy-in.

Change is inevitable, but can mean new opportunities and growth for everyone involved.

Who is involved

It takes a village to embrace change

1. Owners / Chief Officers

Whether an emergency business turnaround or a fundamental embrace of change culture, we make sure management is aligned on what needs to be done and the journey we take together.

2. Senior management

Change can take one out of a comfort zone, but it can also facilitate personal growth, opening unexpected opportunities. We make sure transformations make the most of assets available – human and otherwise.

3. Wider team

Our solutions are actionable and sustainable because they are produced in close collaboration across functions and layers. Change may be unexpected, but – well managed – it brings everyone to a better place.

Expected outcome

For organisations

- Increased competitiveness (from operational efficiency to better customer experience)
- New growth opportunities (across markets, products, channels)
- Attraction & retention of top talent (who prefer forward-thinking companies)
- Better teamwork across functions and layers as people learned to work together and trust each other

For individuals

- Personal growth & new opportunities
- Improved teamwork – change brings people together
- Higher resilience to future challenges
- More innovative & satisfying work

About AVDO

We align resources, strategy & goals

With 500+ cross-industry projects since 2012, we help clients become more efficient, cohesive teams, increase the quality of their output, find new audiences, develop optimal business processes and organisational structures and optimistically embrace perpetual change.

Strategy

We help articulate & structure businesses and produce functional strategies across Finance, HR, Marketing and Digital

Operations

We help remove bottlenecks, develop processes and align resources for lean, sustainable operations

Transformation

We support teams in finding new markets, reinventing businesses and leveraging the ever changing landscape to their advantage

A different way of working

We differentiate by not producing solutions, but helping client teams to work through the problems and come up with optimal answers themselves.

In our experience, strategies developed that way are inherently understood, easily implemented and can be updated by the client without external support when required.

The new expertise increases the teams' value, while the mentorship structures we introduce make the growth continuous and sustainable.

Global expertise at your disposal

AVDO offers access to 90+ consultants with 15+ years of executive experience at leading companies across markets and industries, ranging from HR generalists to IT infrastructure wonks.

Absent a public directory, here is a snapshot. Our average specialist is 46, with 18 years of international experience, 6 of which at AVDO.

AVDO was designed as remote-first: with strong digital ties and a culture of collaboration. If a project requires narrow expertise or a global perspective, we can quickly find both within our wider team.

Working with AVDO, you tap into a wide international network with rich insights across a range of markets and subjects.

A banking project in Portugal can inform a hospitality transformation in Egypt – we make sure our institutional knowledge works to benefit – our team as well as our clients.

Our services

Strategy

- Organisation Design
- Business & Functional Planning
- Strategic Resource Direction
- Financial Strategy
- Operational Strategy
- Strategic Marketing
- HR Strategy
- Digital Strategy

Operations

- Lean Manufacturing
- Supply Chain Procurement
- Category Management
- Pricing
- Product Development
- Operational Marketing & Sales
- Talent Management
- Onboarding, training, development

Transformation

- Change Management Team
- Structural Transformation
- Operational Transformation
- Marketing & Sales Transformation
- Financial Transformation
- HR Transformation
- Digital Transformation

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