

The Seven Stages of Successful IT Transformation

Management Team says...

It's not really a project it's an ongoing transformation... so it doesn't require any planning, analysis, or communications

I

IT Staff say...

This place sucks. We've had transformations before and nothing changes.

Okay, we admit it's a project – but we don't really have enough time to run it like a project – and besides we've just realised how much work this is going to be.

II

This place sucks. I wonder what happened to the transformation project?

Hey you guys are the IT Transformation Project Team! Now, go away and run your project but leave us alone.

III

This place sucks. Did you hear they replaced the IT Transformation project team?

Project Team says...

Oh no! Now everything is exactly the same as it always was – but now it's our fault!

IV

*That project team isn't doing anything! They are just trying to get **us** to do things... differently!*

We are finally getting there! We have some successes!

V

*It's so much harder to do things now. This place **really** sucks. I don't see the benefits.*

We have transformed the organisation!

VI

In the end, we just fixed things ourselves. This place is much better now.

Management team says...

We have much more control of this organisation, much more visibility of what is going, and greatly enhanced capabilities.

VII

So do we.

Everybody says...

Wow... We are <insert vision statement here>



Your organisation doesn't care who is managing it!

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