

## Design Transformation and Create Differentiation

### THE CHALLENGE

Leaders of the purchasing organization of a large multinational corporation embarked on a bold undertaking: to develop a world class global purchases function over the next 10 years. The objective was to create a blueprint of how the organization – its work, design, and partnering strategy – would need to change to meet the challenges and opportunities ahead. Aviv Consulting was brought in to choreograph the process and ensure organizational members became fully engaged.

### WHAT WE DID

We coached leaders to ask the questions that enabled them to create a transformation roadmap to build the desired future and drive significant value for the company. We applied a series of modalities to develop a broad and accelerated engagement and generate strategic foresights. The roadmap included a series of frameworks and workshops with large and diverse focus groups to harvest insights on how essential fields will change. Additionally, we conducted a series of interviews to harvest the broad perspective of the company's thought leaders and identify opportunities for quick wins and potential pilots. Finally, we conducted a three-day leadership summit with 50 leaders to solidify the framework and vision of the organization and prioritize key initiatives and opportunities.

### RESULTS

The organization developed an action plan and a journey map for quick wins and future initiatives. The leadership team aligned on a series of breakthrough ideas that will enable them to:

- Increase contribution and value creation.
- Increase organizational agility in response to emerging opportunities.
- Attract and retain world class talent.
- Accelerate results.

The effort generated tremendous energy and excitement throughout the global teams as they found the opportunity to contribute and co-create the future of the organization. This energy and the action plan is delivering accelerated business results.



## AVIV SHAHAR'S BIO

Founder of *Aviv Consulting*, Aviv Shahar is an international consultant, coach, author and featured speaker. He has extensive experience coaching executives and helping leaders improve their effectiveness, strategic thinking and collaboration. With clients in the UK, Holland, Germany, Spain, Canada, Mexico, Brazil, Singapore, India and the United States, Aviv's passion is to...

**work with outstanding leaders to  
create dramatic new futures for people and organizations.**

For over 25 years, Aviv has specialized in helping executives and managers develop and realize their vision and purpose. Clients that compliment Aviv most often are executives deeply committed to transforming their business, and developing their people, particularly their brightest and most capable managers.

Mr. Shahar, known to many of his clients as The Collaboration and Innovation Catalyst, is a recognized expert in organizational transformation and leadership, strategy, and top talent development. Aviv helps leadership teams cultivate innovation, improve collaboration and develop radical trust and peak performance. His experience in coaching for high-performance in critical operations began as a fighter pilot responsible for training other fighter pilots in the Israeli Air Force.

Aviv Consulting is the preferred provider for private and public organizations committed to improvement, innovation and value creation. Aviv helps executives focus on their most precious resources and talent, and develop a purpose-inspired and contribution-based organization. His clients include leaders from Hewlett Packard, Procter & Gamble, Northrop Grumman Corporation, Xerox, Emeritus Assisted Living, Honeywell, Cisco Systems, Frito-Lay Inc., Kellogg's, WebEx Communications, Berkeley National Labs, Potlatch Corporation, Marvell, The Rockefeller University, the US Department of Interior and the US Department of Defense.

Aviv's articles have been published by the Pfeiffer Annuals, The AMA Best of the Best, T+D, and The Futurist. Aviv created the "Blue Belt" top-talent development programs and the acclaimed "Emerald Keys to Success." Aviv is a Member in The Million Dollar Consultant® Hall of Fame.

## VISION AND MISSION

Our mission is to help outstanding leaders create dramatic new futures for people and organizations. We are passionate about sharing our ability to elicit exponentially bigger visions of your future than you had imagined, and helping you grow, develop and achieve the personal and organizational goals necessary to make it a reality.

Our vision is realized when the teams we work with are able to: create a radical level of trust, unify around an expansive vision, generate new opportunities, and unlock their creative and innovative powers to actualize their goals.

The first breakthrough in leadership is inside you, in your capacity to reframe your situation, create opportunities and lead from strength. Coaching and consulting with you throughout this developmental journey is our mastery and life's work.