

# First Day Advisory Group

## A different approach from day one

### About ambitions, adaptability and execution power

Most companies and organizations have great ambitions. Whether it is about realizing a dream or vision, refining the strategy, improving the internal culture or successfully implementing a new crucial system, boards and management teams have an abundant agenda. At the same time, external pressure is increasing: organizations are confronted with a growing number of fundamental issues. How to be relevant for our customers? How to remain profitable? How do we respond to new technology? How do we reduce costs? The question is not *if* you can change but *how* you change quickly and successfully.

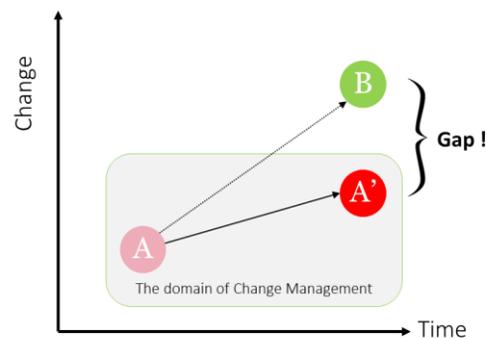
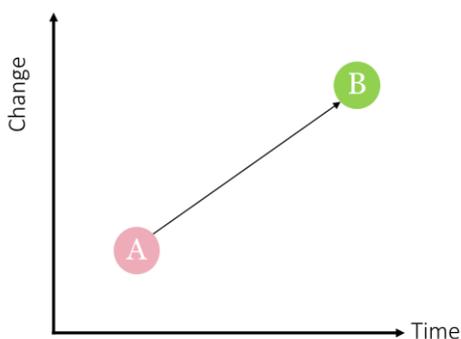
It's therefore perfectly logical that a lot of time and resources are invested in renewing and changing processes, systems and culture. The cycle is well known: there is a need for transformation, an attractive perspective, plans are formed, working groups are formed, presentations are given and often external parties are hired to guide the transition: Change management. And so the journey begins from point A - the current situation - to point B: the goal.

### The only constant is poorly implemented change

However, actual results from many change processes are disappointing. Time and again, leading research confirms that in up to 80% of cases, a change process does not have the desired result. Despite impressive methods, step-by-step plans, visions and techniques.

This high percentage of failed transformations has actually remained unchanged in the past 45 years. So it is not that the only constant factor is change, but rather that it is a poorly implemented change. And instead of ending up in point B, unfortunately the organization gets stuck in point A'.

The consequences of this can be devastating. A non-profitable investment has been made with a direct negative effect on the financial position and the effectiveness of an organization. But that's only part of the story. In addition, an unsuccessful change programme has a depressing effect on employee motivation & confidence. Staff is disappointed, demotivated and a new attempt to really change will result in additional resistance. Understandable!

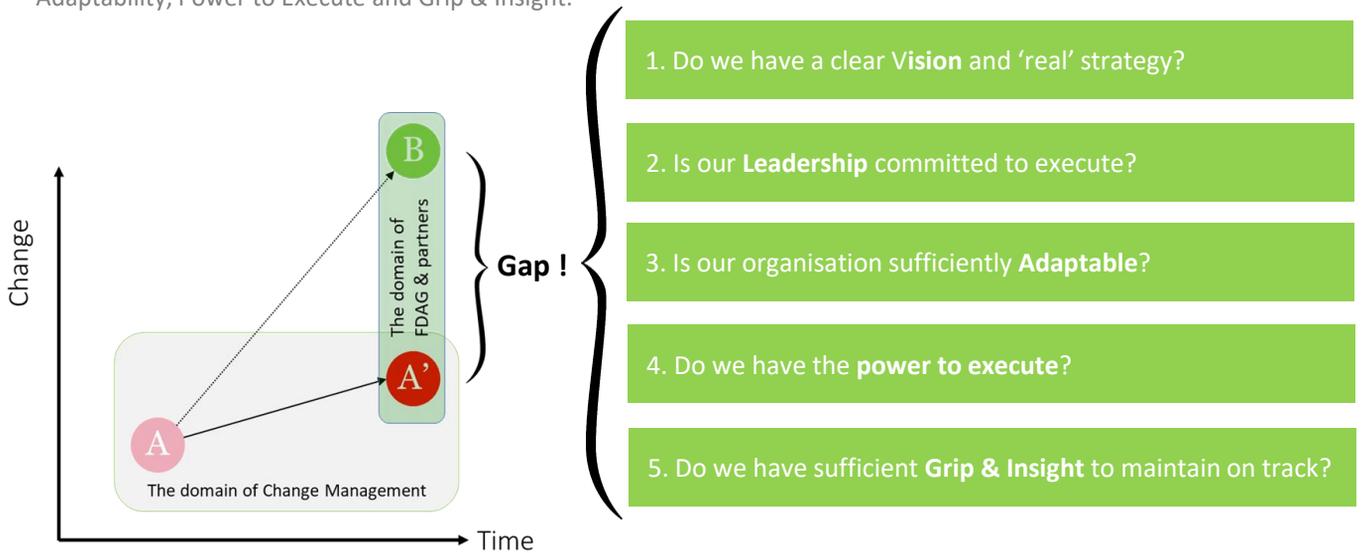


**Organizations invest heavily to achieve their transformation to point B, but often fail in situation A'. The change has failed, employees are demotivated and the willingness to try again is minimal.**

## 5 success factors for change

The exact reasons that change processes do not realise what was intended in advance differ, but can all be traced back to 5 critical aspects that significantly increase the chances of success both before and during the process. These 5 success factors relate to Vision, Leadership, Adaptability, Power to Execute and Grip & Insight.

*Note: In most cases, starting point A is the unintended ending point A' of a previous, unsuccessful transformation*



### Do you want to close the gap?

First Day Advisory Group is a powerful combination of professionals who have made their mark in their respective fields and now jointly tackle the gap between ambition and realisation. Together we form a team that can make the difference for you in the areas of innovation & transformation.

We are successful as agents of change in various sub-areas: in innovation, process design, digitization or successful execution: as a team we are able to design a project in such a way that the chance of success is maximized.

We do this by always consciously paying attention to the 5 critical success factors that determine a successful transformation.

We offer distinctive, proven solutions and partners tailored to today's challenges.

We use advanced methods and techniques to get a handle on fragmented business functions, processes & applications.

If you want to know more about our approach and how our team can support you with your challenge, please do not hesitate to contact us.

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