

WEBINARS

Orchestrating Transformation: Overcoming the 6 Roadblocks to Enterprise Change

Here are the key takeaways from our webinar featuring Jasmine Ahmed on Orchestrating Transformation: Conquering the Six Roadblocks to Enterprise Change hosted by Sensei Labs.

Sensei Labs May 14, 2025



[Looking to watch the full webinar? Click here to visit the event page.](#)

In today's rapidly evolving business landscape, transformation is more than a buzzword – it's a necessity. Yet, the statistics remain daunting: over 90% of digital transformations fail, according to Jasmine Ahmed, finance and transformation executive. But why? And more importantly, how can organizations avoid being part of that 90%?

In our recent webinar, "Orchestrating Transformation: Conquering the Six Roadblocks to Enterprise Change," hosted by Sensei Labs, Jasmine Ahmed shared powerful insights on how culture can make or break transformation initiatives. Here are some key takeaways to consider:

Culture Eats Strategy for Breakfast

According to Jasmine, while companies spend millions (and even trillions) on digital transformation, they often overlook the one factor that can make or break those efforts: culture. "Without culture, strategy means nothing," Jasmine emphasized. "It's not enough to have a robust strategy or the latest technology. Culture is far more difficult to achieve – but without it, transformation efforts will struggle to stick."

Key Insight: Instead of focusing solely on strategy, organizations need to foster a digital-first mindset, encouraging every employee – from leadership to frontline workers – to think and act in alignment with transformation goals.

Building a Culture of Curiosity and Lifelong Learning

Transformation isn't just about new systems or structures – it's about cultivating a mindset of curiosity and continuous learning. Jasmine emphasized the importance of embedding these values into the organization's DNA, making them as integral as any financial KPI. "Imagine a world where every employee is wired to think and act digital-first," she said. "It's not just about strategy or execution – it's about culture."

Take Action: Invest in development programs that encourage cross-functional learning and problem-solving. Conductor by Sensei Labs provides a centralized platform to manage these initiatives, ensuring that every employee stays aligned with the organization's transformation goals.

Redefining Success Metrics

Most transformation programs focus on financial KPIs, but Jasmine urged leaders to also track cultural KPIs. "Are employees adopting new systems and processes effectively? Are they collaborating across functions? These are the questions we need to be asking," Jasmine stated.

Why It Matters: In Conductor, teams can set and track KPIs alongside financial metrics, providing a holistic view of transformation progress. This data-driven approach ensures that cultural alignment is not just a buzzword but a measurable outcome.

Leveraging Systems to Reinforce Culture

Culture isn't just about people – it's about the systems they use. Jasmine highlighted that organizations should reevaluate their existing systems to see if they reinforce or hinder the desired cultural shift. "Have we made it easy for people to practice and reinforce the values we're trying to promote?" Jasmine asked.

Pro Tip: Use Conductor to streamline workflows, encourage cross-functional collaboration, and maintain a single source of truth throughout the transformation journey.

Talent Development: Human and Agentic

As digital transformation accelerates, the definition of talent is expanding to include both human and AI capabilities. Jasmine discussed the importance of treating AI 'agents' as new team members that require training and integration, just like any new hire. "An algorithm is only as good as you've trained it," Jasmine said. "Just like any team member, AI tools need coaching and mentoring to effectively align with organizational goals."

Next Steps: Ensure that your transformation strategy includes a plan for integrating AI tools effectively. Conductor's AI-powered platform helps teams orchestrate this complex process, making it easier to track both human and digital resources in real time.

Continuous Risk Assessment

Transformation is not a one-time event – it's an ongoing journey. Jasmine emphasized that risk management must be continuous, with regular check-ins to reassess emerging risks and course-correct as needed. "One of the biggest risks I've seen is failing to win the hearts and minds of people," Jasmine stated. "Without emotional buy-in, transformation efforts remain surface-level and unsustainable."

How Conductor Helps: By consolidating data from all projects and initiatives, Conductor enables leaders to identify potential risks early and adjust strategies proactively.

Transformation is a Marathon, Not a Sprint

Jasmine's insights were a powerful reminder that transformation is not just about implementing new technology or restructuring teams – it's about orchestrating a cultural shift across every level of the organization. Tools like Conductor by Sensei Labs make it easier to manage this complexity, providing a centralized hub for tracking both strategic and cultural metrics. Ready to start your transformation journey? Learn more about how Conductor can help you conquer the six roadblocks and accelerate lasting change.

Frequently asked questions

What percentage of digital transformations fail, and what is the main cause?

Over 90%, according to Jasmine Ahmed, finance and transformation executive, speaking in the Sensei Labs webinar. Her explanation is that companies spend heavily on strategy and technology while overlooking the one factor that determines whether change sticks: culture. Without a digital-first mindset across the organization, the best strategy has nothing to hold onto.

What are cultural KPIs and why should a transformation track them?

Measures of whether the organization is actually changing how it works: are employees adopting the new systems, are teams collaborating across functions, is the desired mindset showing up in behavior. Ahmed argues these should be tracked alongside financial KPIs, so cultural alignment becomes a measured outcome rather than a slogan.

How do systems and tools reinforce or hinder a culture shift?

Ask whether your existing systems make it easy for people to practice the values you're promoting. Ahmed's point is that culture is reinforced or undermined by the tools people use every day; if the systems reward the old behavior, the new culture won't take. Re-evaluating systems is part of the culture work, not separate from it.

How should organizations treat AI in their transformation strategy?

Treat AI agents as new team members that need training, coaching, and integration, just like a human hire. Ahmed's framing is that an algorithm is only as good as it has been trained, so a transformation strategy now needs a plan for developing both human and AI capability rather than treating AI as a tool that arrives ready.

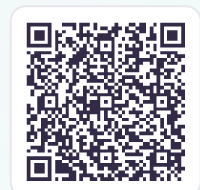
How often should transformation risks be reassessed?

Continuously. Because transformation is an ongoing journey rather than a one-time event, Ahmed advises regular check-ins to reassess emerging risks and course-correct, rather than a risk register built at kickoff and revisited at the end.

READ ONLINE

Read this article on our website

getconductor.com/resources/orchestrating-transformation-overcoming-the-6-roadblocks-to-enterprise-change



GET STARTED

Talk to sales

Walk through an example with our team and see Conductor on your own programs.

Talk to Sales →



Scan to book