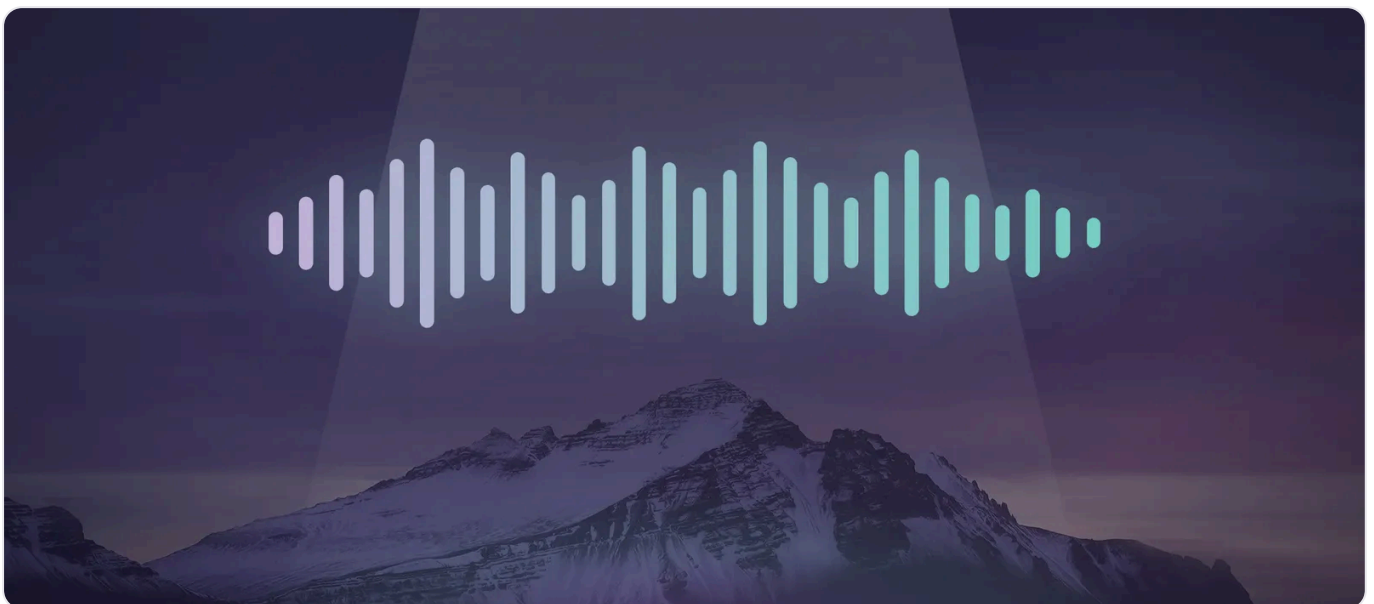


PODCASTS

The Key to Successful Sustained Transformation: Insights from Sensei Labs

Dive into the evolving landscape of enterprise transformation with Jay Goldman on the latest episode of the EM360 Podcast.

Sensei Labs August 8, 2024



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Topics Covered:

- The importance of sustained transformation in modern enterprises
- Common challenges in enterprise transformation and how to overcome them
- The role of enterprise orchestration in achieving successful transformations
- Practical strategies to start fast and evolve with enterprise orchestration

Introduction

In a recent episode of the EM360 podcast, Jay Goldman, co-founder and CEO of Sensei Labs, delves into the evolving landscape of enterprise transformation. The discussion centers around the critical need for organizations to adopt a state of continuous transformation to stay competitive in today's fast-changing environment. Goldman shares insights on overcoming common transformation challenges and introduces the concept of enterprise orchestration, a new approach to managing complex transformations efficiently.

Understanding Enterprise Orchestration: A New Way of Transformation

Enterprise orchestration is a modern approach that integrates people, processes, and technology to enable organizations to constantly adapt and evolve. Unlike traditional project management, which focuses on fixed-term, outcome-based projects, enterprise orchestration allows for a fluid, ongoing transformation that responds rapidly to market changes.

Goldman explains that the need for enterprise orchestration has become more pressing due to recent global disruptions, such as the pandemic and economic shifts, which demand businesses be more agile than ever. Enterprise orchestration enables companies to create a “symphony” of their best talent, processes, and technologies, keeping everyone aligned and moving toward common goals.

Common Challenges in Enterprise Transformation

Goldman highlights six common challenges that organizations face during transformation initiatives:

- 1 . **Inconsistent Planning:** Poor planning can derail transformation efforts by setting unrealistic timelines and expectations.
- 1 . **Lack of Benefits Tracking:** Without tracking key performance indicators, organizations struggle to measure the success of their transformation efforts.
- 1 . **Ineffective Collaboration:** Delays often occur when different teams fail to coordinate effectively.
- 1 . **Inadequate Risk Management:** Risks that are not identified and managed can turn into significant issues that impact project success.
- 1 . **No Single Source of Truth:** When teams rely on different data sources, it becomes challenging to maintain a unified direction.
- 1 . **Manual Processes:** Inefficient processes often require substantial human effort, diverting resources from high-value activities.

How Enterprise Orchestration Solves These Challenges

Goldman explains that enterprise orchestration addresses these challenges by creating a unified framework that brings together people, processes, and technology. By leveraging orchestration software like Sensei Labs' Conductor platform, companies can automate status reporting, provide real-time data access, and foster better collaboration across teams.

He emphasizes the importance of starting quickly and evolving with early wins to build momentum and internal buy-in. Organizations that can demonstrate immediate benefits from their transformation efforts are more likely to sustain the long-term changes needed for success.

Start Fast and Evolve: Achieving Immediate and Long-Term Benefits

One of the standout strategies discussed is the “start fast and evolve” approach, which allows companies to see immediate gains while also setting the stage for future success. Sensei Labs offers fast-start configurations that enable organizations to implement their Conductor platform in just three days, allowing for rapid deployment and quick wins.

This approach not only boosts team morale but also provides management with tangible evidence of progress, making it easier to secure ongoing support and investment in transformation efforts.

Embrace Constant Transformation for Long-Term Success

The conversation with Jay Goldman underscores the necessity for organizations to embrace a constant state of transformation to thrive in today's volatile business environment. By adopting enterprise orchestration, companies can better manage complex transformation projects, overcome common delivery challenges, and achieve both immediate and long-term strategic benefits.

For a deeper understanding of how your organization can benefit from enterprise orchestration, Sensei Labs offers a comprehensive maturity model assessment to help identify current capabilities and opportunities for growth. Visit [SenseiLabs.com](https://senseilabs.com) to learn more and get started on your journey to successful sustained transformation.

Stay ahead of the curve—adapt, evolve, and orchestrate your enterprise to meet the demands of tomorrow.

Frequently asked questions

What are the most common reasons enterprise transformations fail?

Six recur, according to Jay Goldman of Sensei Labs: inconsistent planning that sets unrealistic timelines, no benefits tracking so success can't be measured, ineffective collaboration between teams, inadequate risk management, no single source of truth, and manual processes that consume effort better spent on the work itself. Most failed transformations exhibit several at once.

How is enterprise orchestration different from project management?

An approach that integrates people, processes, and technology so an organization can adapt continuously, as opposed to project management's fixed-term, outcome-based model. Goldman's analogy is a symphony: the aim is to keep every team, process, and system aligned and moving toward common goals while the plan itself keeps evolving.

How do you build and keep momentum in a long transformation program?

Start fast, show early wins, then evolve. Goldman's argument is that immediate, visible benefits build team morale and give management tangible evidence of progress, which is what secures the ongoing support and investment a multi-year transformation needs. Waiting for a comprehensive rollout before showing results is how sponsorship erodes.

How quickly can an enterprise orchestration platform be deployed?

Days, with a fast-start configuration. Sensei Labs offers configurations that deploy Conductor in about three days so an organization can begin automating status reporting and working from real-time data immediately, then extend the platform as the program matures rather than delaying the start for a full implementation.

Why should transformation be a continuous state rather than a project?

Because the environment no longer settles. Goldman points to the pandemic and subsequent economic shifts as evidence that disruption is continuous, so an organization that treats transformation as a one-time project will be starting the next one before the current one finishes. Sustained transformation means building the capability to change as a permanent function.

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getconductor.com/resources/the-key-to-successful-sustained-transformation-in-sights-from-sensei-labs



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