

70% of Transformation Initiatives Fail

(even when the Big 4 are involved)

This translates to roughly \$4 million per company per year wasted on failed, delayed and scaled-back projects, not to mention the losses in employee retention and satisfaction that these failed initiatives create.

So, why do they fail? Too often, organizations treat change initiatives as one-size-fits-all. And they forget a critical piece: Catalysts. Catalysts are the (sometimes hidden) top-notch problem solvers who can transform your organization from the inside out. They thrive on big, complex problems and can deliver large, measurable impact—but only if they are identified, upskilled and activated correctly.

That's where Catalyst Constellations comes in. No one has researched Catalysts and their role in transformations more than we have. No one understands better that the right Catalysts and the right way to support them depends on your specific organization and needs. Which means no one else is better equipped to help you deliver results.

And no one ever got fired for delivering results.

The Catalyst Program

Our Catalyst Program builds organizational agility and resilience while helping you crush your most strategic initiatives. Our research-driven approach allows us to identify those individuals, regardless of level or position, who can serve as Catalysts for change. We teach them to lead transformation without causing friction, arm them with a proven toolkit, and coach them as they put it all to work tackling the critical business challenges you identify.

We also work with the wider organization and leadership team to ensure this isn't a one-and-done project, but a defined path for continual improvement that will keep you at the leading edge of your market and embed adaptability and speed into your organization's DNA.

The Time to Act Is Now

There will always be another change to the leadership team, another shift in your strategy or a new competitor. You can't wait for things to stop churning. They never will. Because the "new normal" is that it will "never be normal". You need to empower your organization today to navigate continual change and Catalyst Constellations will help you do that.

**Tackle your boldest strategic initiatives with your existing workforce.
Contact Catalyst Constellations Today**

We Empower Catalysts to Deliver Real Results for Today's Leading Organizations

Here are just a few highlights:

- Reduced new client implementations from 7 months to 3 weeks
- Uncovered \$1 million in immediate savings
- Improved eNPS by more than 10 points
- 24% increase in the skills required to lead and support change
- Identified and helped retain hundreds of hidden talent and top performers

Catalyst: a person who takes in lots of information fast, sees infinite possibilities and can't stop themselves from moving into action.

 @Catalyst Constellations

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FORTUNE 500

The team at Catalyst Constellations has spent years researching what is required to drive successful transformations and whole careers implementing those things at today's Fortune 500 companies. But no two companies, no two cultures, are the same. We combine a deep understanding of your organization with our extensive experience to tailor our five-phased approach specifically to your needs.

Five Proven Phases of Our Catalyst Program

01

Diagnose and Align

Catalyst Leadership Trust provides 1:1 executive coaching specifically tailored to each member's strengths and challenges, helping We engage with your leadership team to understand your organization, your culture and your specific strengths and weaknesses. Then, we work together to identify Opportunity Areas (aka the strategic initiatives you're itching to move forward), define the successful outcomes we'll be driving toward, and align on the measurements we'll use to show we got there.

02

Collaborate on Design

We co-create a custom program that works for your specific organization—from the application process, which will help identify and recruit your hidden change agents (often 5-11% of your organization), to the specific tools, schedules and feedback mechanisms that will keep us all aligned. This is not a one-size-fits-all approach but a program that builds on our experience and toolkits while reflecting your specific organization.

03

Develop Catalyst Skill Sets

Our 6-week Catalyzing Organizational Change course will unlock the full potential of your innate change-makers. Catalysts will learn and practice the skills needed to repeatedly lead successful transformations, including opportunity framing, building buy-in, prioritization and storytelling.

04

Activate for Impact

The Activation Sprint is where the rubber meets the road. Here Catalysts are assigned to teams aligned to the Opportunity Areas identified in phase one. They'll focus all their new Catalyst skills on moving these key strategic initiatives forward, delivering measurable results in just 16-weeks and culminating in powerful capstone presentations to the entire leadership team.

05

Expand the Rollout

We are dedicated to ensuring that your transformation efforts succeed for the long haul and provide you with expert guidance every step of the way. Of course, once you see the impact that one cohort can have on your organization, you'll want to expand the program throughout your company (just as 100% of our clients have done so far).



"You can talk about innovation all you want, but it doesn't make it happen. You need to identify and empower your high-potential changemakers. The projects they delivered decimated the investment."
- Patrick Vanbrabandt, CEO, Carya



Find out more at catalystconstellations.com or call us/email today