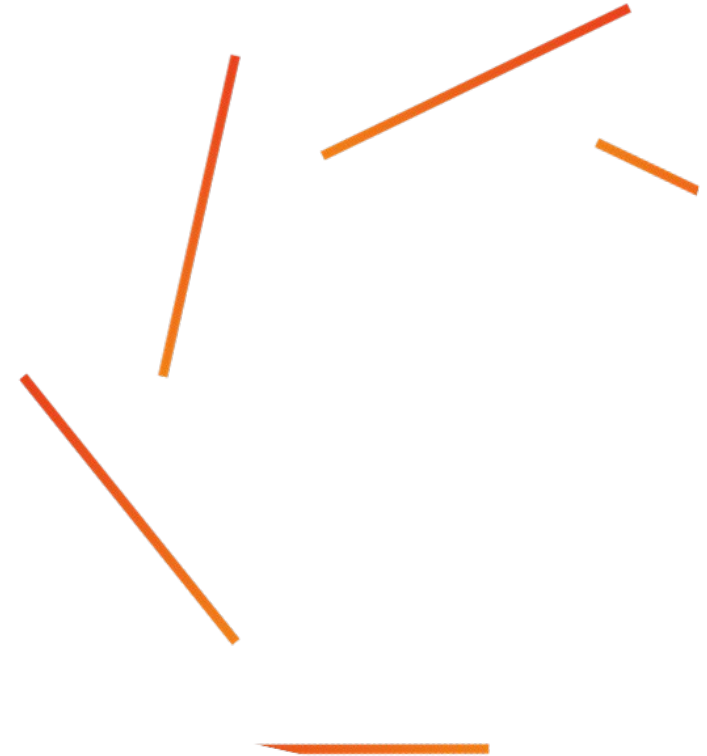


Business Transformation Service Offerings

Senior leader and c-suite transformation and change coaching

Service Definition Document

Sopra Steria



About Sopra Steria

Sopra Steria, a major Tech player in Europe with 50,000 employees in nearly 30 countries, is recognised for its consulting, digital services and solutions. It helps its clients drive their digital transformation and obtain tangible and sustainable benefits. The Group provides end-to-end solutions to make large companies and organisations more competitive by combining in-depth knowledge of a wide range of business sectors and innovative technologies with a collaborative approach. Sopra Steria places people at the heart of everything it does and is committed to putting digital to work for its clients in order to build a positive future for all. In 2024, the Group generated revenues of €5.8 billion.

The world is how we shape it

Sopra Steria (SOP) is listed on Euronext Paris (Compartment A) –
ISIN: FR0000050809

For more information, visit us at www.soprasteria.com

50,000

employees

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2024 revenue

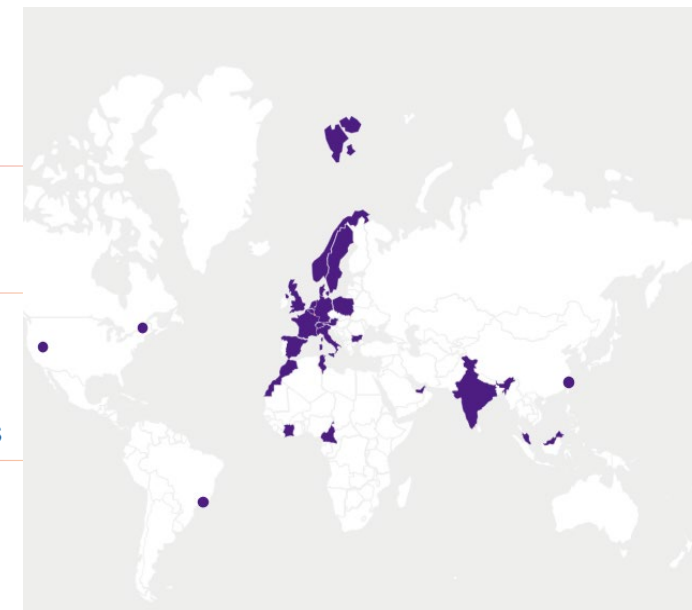
Top 5

European digital
services companies

In nearly

30

countries



About Sopra Steria Next

Some of our Clients



Sopra Steria Next is the consulting arm of Sopra Steria, a European leader in technology and transformation with over 55,000 employees in 30 countries.

We believe that success comes when you put people first. We help organisations to meet their goals by focussing obsessively on the needs of their customers: to perform better by empowering employees; and to win trust by being responsible corporate citizens.

We're driven by what's next. Technology offers opportunities to address our most important challenges. We enable large, complex organisations to innovate with next generation technology and data-driven insight.

For our clients, we blend business and technology expertise to deliver end-to-end transformation. Our consulting insight accelerates the pace of implementation. That's because our advice draws on the user centered design capability of [CXPartners](#) and is grounded in Sopra Steria's experience of what it takes to run cutting edge services at scale.

In government, financial services, security, and commerce: we re-imagine the organisations that shape everyday life in the UK.

"Sopra Steria not only partnered with us to deliver the technology but also used a human-centric business change approach ensuring those utilising the service were prepared, trained and ready to realise the benefits."

Blaine Pritchard
I-LEAP Programme Manager
Home Office Digital – PPPT

About Business Transformation Consulting

Helping to drive positive change and make public sector services better for our citizens is at the core of everything we do. Whilst technology is a key enabler to making this happen, taking a human-centric approach to transformation delivers far more successful transformation outcomes.

Our Business Transformation consultants at Sopra Steria Next do just that and our human centric approach is more than a theory, it is at the core of how we think, what we do, and how we partner with clients. We build genuine partnerships with organisations, bringing our unique business change, business case and benefits management and target operating model skills and approaches to bear.

We use innovative tools, methodologies and deep experience to help you simplify complexity and drive lasting change.



We are open to innovative engagement models and – subject to project context – would welcome the opportunity to work with you to identify output or performance based risk/reward mechanisms for aspects of our services.

Please refer to the Pricing Document for this Service.

Senior leader and c-suite transformation and change coaching

Building your leadership team's capability to manage the unique challenges of Cloud programmes

C-Suite Executives, Project Managers and Transformation leaders leading change programmes face multiple challenges when implementing cloud solutions, particularly where the programme exceeds individual and organisational experience.

Our service provides a range of experienced one-to-one coaches, focused workshops, toolkits and leaning and development resources to support Senior Leaders lead successful transformation.



Service features

- Leading the leaders through knowledge transfer of appropriate skills/methodologies
- Providing Experienced leaders to shadow, coach and model new behaviours/approaches
- Completing diagnostic assessments of Transformational leadership capabilities highlighting gaps that hinder progress
- Analysing current culture, values, and behaviours across the organisation, addressing barriers to change
- Providing access to experts in related disciplines such as User Centred Design and Business Change, supporting changes in operating models
- Using large scale platforms and services to support learning, development and training delivery for larger user groups
- Completing skills assessments to shape the customised leadership support requirements, individual coaching programmes, capability development and knowledge transfer activities
- Delivering bespoke, flexible executive-support and advice to transfer critical transformation-skills to the leadership team
- Ongoing advisory-support to facilitate effective stakeholder-engagement and communication programmes
- Follow-up assessments to provide insight into progress, impact and embedding new behaviours and practices.

Service benefits

- Empowers C-suite executives and senior-leaders with the skills to lead major transformations with confidence, speed, and measurable impact
- Helps Leaders articulate and reinforce the business rationale, strategic value, and anticipated benefits of transformation
- Help leaders break down complex strategic challenges, reduce ambiguity, and focus on high-impact activities and objective decision-making
- Embeds culture and behavioural shift: driving ownership, adaptability, and commitment to sustained change
- Enhances stakeholder alignment: Builds trust, alignment, and motivation at all organisational levels – minimising resistance and maximising engagement
- Human Centred Design: Integration of end-user experience considerations to reinforce adoption and cultural shift
- Supports Accelerated Value Realisation, enabling faster adoption and benefit delivery
- Efficient Resource Utilisation: Prioritises talent, budget, and time for maximum ROI and cost optimisation. Aligns and develops key resources, skills, across the transformation
- Transferred transformation know-how, making the organisation more self-sufficient and agile
- Sustained Value and Change Adoption: Post go-live support anchors new ways of working, measures realised benefits, and powers continuous improvement to protect transformation investment.

A Large Public Body

Implementing a standardised solution

A large public body needed to replace its ageing HR and Finance systems and in 2022 selected IBM to implement Oracle Fusion (Cloud modules covering HCM, ERP and EPM) across their estate.

Implementation of a standardised solution aligned to Government best practice required significant changes to ways of working, across a complex user landscape; 38 wider customer organisations in addition to the main client.

And devolved responsibility for processes meant that systems across these organisations were highly customised; giving limited visibility of the size of the challenge.

Sopra Steria helped the client act as an intelligent customer throughout this key corporate transformation programme, supporting the people and process change required to successfully implement the new solution.

We provided holistic oversight and governance across the programme and its workstreams to serve both customers and users effectively.

We were able to surface complex customer, stakeholder and user landscapes and establish a programme-wide change network, including change champions, super users, to enable and reinforce ownership, engagement and cascade necessary information to end users.

Using Sopra Steria and PROSCI methodologies, we delivered a Business Change Strategy and change framework to shape Business change activities within the programme plan.

We undertook change impact assessments to identify and mitigate changes arising from new ways of working; and established a communication and user engagement strategy.

We also provided a Business Readiness Assessment tool for the new solution.

We provided dedicated, impartial, experienced Transformational Change professionals to prioritise client interests and deliver best practice and tools for sustained success.

Our team coached senior leaders to support, champion and embed business change approach throughout the programme and into BAU.

We leveraged our experience gained operating the UK's largest shared service platform (through SSCL - Sopra Steria's joint venture with the Cabinet Office), successfully transforming the programme, moving from a technology led to a people focused approach to support strategic objectives.

The new Oracle system and service wrapper are designed to enable streamlined shared corporate services to be rolled out right across the public sector.