



Organisation Transformation

Introduction

Effective **architecture and design** are critical to the successful delivery of **business change**, **cloud adoption** and **digital transformation** across the public sector. Mosaic Island provides a suite of **design-led consulting services** that support public sector organisations in planning, shaping and delivering complex change in a controlled, proportionate and outcome-focused manner.

Our services support organisations across the full change lifecycle, from **strategy and enterprise architecture** through **enterprise solution architecture**, **solution architecture** and **data architecture**, to **delivery management**, **assurance** and **recovery**. We help ensure that architectural decisions, delivery governance and operating models are aligned to organisational objectives, statutory obligations and service outcomes.

Our approach is collaborative, pragmatic and flexible. We work *with you, not to you*, tailoring our services to organisational context, maturity and delivery environment. Services can be engaged individually or combined to provide end-to-end support across **cloud migration**, **digital service delivery**, **business change** and **large-scale technology programmes**.

Our services are grounded in extensive real-world experience across the private and public sectors, and across a range of delivery models including **agile**, **waterfall** and **hybrid**. We adapt our approach to support effective governance, assurance and value for money, helping organisations manage risk while delivering sustainable change.

Our focus is on practical delivery. We support informed decision-making, reduce delivery risk and help organisations design and deliver solutions that are fit for purpose, secure and capable of evolving over time.

Service Overview

Mosaic Island's Organisation Transformation service supports organisations to design and deliver **transformational change** to their **business model**, **operating model** and **ways of working**. The service uses business architecture disciplines to help organisations respond to major disruption, strategic change or shifts in operating context.

We work collaboratively to design new ways of delivering value that align with organisational strategy, customer needs and **cloud-enabled digital transformation**. Transformation is designed holistically, ensuring that changes across people, process, technology and governance are aligned and deliverable.

This service is particularly suited to organisations facing **significant strategic change**, **regulatory or funding changes**, or **mergers and organisational restructuring**, where incremental optimisation alone is not sufficient.



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Our Approach

Our approach is collaborative, structured and scalable. We work *with you, not to you*, engaging leaders and stakeholders across the organisation to understand the drivers for change and the constraints that must be managed.

Organisation Transformation focuses on designing a coherent future organisation while recognising the need to maintain current operational commitments. Once a target organisation design is defined, we work with you to plan a sequence of transition states that enable change to be delivered in a controlled and sustainable way.

Engagements can range from high-level transformation design to more detailed operating model and organisational design work, depending on organisational need.

Strategic Focus Areas

The Organisation Transformation service can be tailored to focus on specific aspects of business architecture, including:

- **Operating model design and transformation**
- **Business model change and value delivery**
- **Key value chains and value streams**
- **Business capability model design**
- **Organisational readiness for cloud and digital transformation**

These focus areas ensure that transformation initiatives are aligned to strategic objectives and delivery capability.

Service Features

The Organisation Transformation service may include:

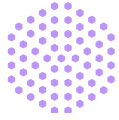
- Tailored outputs aligned to organisational transformation goals
- Delivery through workshops, stakeholder interviews and structured analysis
- Practitioner teams with experience across public and private sectors
- Use of digital collaboration, modelling and analysis tools
- Application of open industry standards to support clarity, portability and reuse

Scope and deliverables are agreed per engagement.

Service Benefits

This service enables organisations to:

- Deliver **tangible, sustainable changes** to organisational performance
- Design organisations that can **meet the demands** of strategic **change**
- **Align technology** and **cloud** initiatives to organisational **outcomes** and KPIs
- Increase the likelihood of **successful transformational** change
- **Reduce risk** associated with large-scale organisational redesign



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- Establish a clear baseline for measuring **transformation success**

Typical Outcomes

- A **clearly defined** target organisation or operating model
- Improved **alignment** between **strategy, organisation** and **technology**
- Defined **transition states** supporting controlled transformation
- Increased **organisational readiness** for cloud and digital change
- Greater **confidence** in **delivering** complex transformation initiatives

Why Mosaic Island

Mosaic Island is **independent, technology-agnostic** and experienced in supporting complex change. We help organisations translate strategy into action through strong alignment between business objectives, cloud technology and delivery capability.