

Organizational and Managerial Transformation – Structured Diagnostic and Leadership Engagement

Leadership Development

In a context of recent leadership change, the Executive Team sought to launch a structured, cross-functional review of internal processes. The objective was to gain an objective view of current practices, identify areas of friction or inefficiency, and build a culture of continuous improvement. The goal was also to align stakeholders around a shared strategic vision and clarify the transformation priorities that would create the most value with the least resistance.

Taplow Solution

Taplow Consulting France deployed a participatory and structured methodology, combining active listening, organizational diagnosis, and leadership facilitation. Twenty individual interviews were conducted with senior executives, department heads, operational staff, and selected partners. A process map was developed alongside a qualitative SWOT analysis rooted in collective feedback. The findings were presented in a dedicated Management workshop to prioritize key improvement areas, followed by a co-construction seminar to define the first actionable steps of a transformation roadmap.

Outcome

The project created strong alignment around shared insights and key transformation priorities. Teams gained clarity on where and how to act, and engagement around the vision was reinforced. Identified pain points were addressed through tangible improvement initiatives, such as improving interdepartmental collaboration and leadership effectiveness. The transparent and inclusive approach-built trust and momentum, providing the organization with a clear and actionable foundation to drive change with confidence and unity.

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