



simplified
change
solutions

We built the Change department at EON



The problem:

E.ON, one of the big six energy providers, had five separate functions running change projects and programmes but no consistent methodology. As a result, they weren't able to strategically align change, prioritise it or deliver it in a structured way. This made it hard to define the benefits of change or to effectively embed it.

The goal:

To create a single department that looked after company-wide change aligned to E.ON's business strategy and prioritised accordingly.

Curium's solution:

We created and delivered the organisational design for a single change function along with an end-to-end methodology for managing change of any size and complexity via any delivery method (Waterfall, Iterative, Agile).

We also designed and delivered Sponsorship Training to all senior team members responsible for sponsoring change. This included a series of 'how to' guides to drive consistency in the way the change department was governed.

The result:

Five change functions were merged into a single department supported by a simple, useable end-to-end methodology.

Within 3 months:

- Projects with active benefit management plans increased from c. 25% to 90%
- Projects with clear strategic alignment increased from c. 50% to 100%
- A single framework with consistent templates and toolkits was used across all change initiatives
- A consistent sponsorship approach was implemented

What E.ON say:

"Curium always deliver on their promises and bring real change management expertise with a personal style that makes them very easy to work with. I would not hesitate to recommend them."

David Bird, Operations Director

"Excellent foundation for Sponsorship, I learned exactly what I need to do."

"When it comes to Sponsoring change we thought we knew what to do but clearly we can do so much better, an excellent course."

Change Sponsors