



change
leadership
digital
learning
project delivery



simplified
performance
solutions

We built the Change department at a big six energy company

The problem:

One of the big six energy providers had five separate functions running change projects and programs but no consistent methodology. As a result, it wasn't able to strategically align change, prioritize it or deliver it in a structured way. This made it hard to define the benefits of change or to embed it effectively.

The goal:

To create a single department that looked after company-wide change aligned to its business strategy and prioritized accordingly.

Curium's solution:

We created and delivered the organizational 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 says:

"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