



## When to Know it's Time to Modernise Your Operating Model

An intimate executive roundtable aimed at C-Level Executives and Senior Leaders led by Mark LaScola, Managing Principal of ON THE MARK

Friday, March 29<sup>th</sup>, 2019  
Dorint Hotel MTZ  
Main-Taunus-Zentrum 1, 65843  
Frankfurt, Germany  
8-10 am with Breakfast

**A well-designed operating model is fundamental to business performance and achieving success.** An operating model that is “fit for purpose” is able to respond to business complexities, achieve your business strategy and improve performance whilst driving out significant amounts of waste or “business complication”. An unfit, misaligned operating model can eat up 10%-25% of operating costs complicating your day-to-day business activities, burdening performance, negatively impacting the customer experience, driving in waste and frustrating the employee experience.

**As a starting point, leaders must first be willing to critically examine whether an operating model is fit for purpose.** While this review requires real work and is not easy, it can be done with an investment of three days of time via a collaborative effort. A business can answer that all important question: Is our operating model fit for purpose?

## You Are Invited

Please join an intimate discussion with Mark LaScola, Managing Principal and Peter Turgoose, Senior Consultant at ON THE MARK, ([www.on-the-mark.com](http://www.on-the-mark.com)), two of the world's leading practitioners in organisation design having completed hundreds of redesigns, cross-industry around the globe over the last 30 years, in the critical conversation regarding ***When to Know it's Time to Modernise Your Operating Model.***

Together we will discuss those practical issues facing your business today including:

1. Practical do's and don'ts of modern operating models addressing digitalisation, agile, customer centricity, local to global, strategy changes, platforms and ecosystems, etc.
2. Common pitfalls and mistakes made on the road to modernisation.
3. Integrating future of work challenges into an operating model.
4. When to know the time is right to modernise an operating model.
5. What are the best ways to go about modernising an operating model.

### TIMINGS

|       |   |
|-------|---|
| 8:00  | Registration,<br>Tea and coffee             |
| 8:15  | Welcome                                     |
| 8:25  | Mark LaScola<br>& Peter Turgoose<br>and Q&A |
| 10:00 | Finish                                      |

**RSVP** here ([www.on-the-mark.com/events](http://www.on-the-mark.com/events)) or contact Irena Krstic at [ikrstic@on-the-mark.com](mailto:ikrstic@on-the-mark.com). Space is limited to 10-12 leaders. Don't wait.

**MARK LASCOLA** and **PETER TURGOOSE** are two of the industry's leading organization design practitioners, having led and delivered over hundreds of redesigns around the globe.



**MARK** is the Founder and Managing Principal of ON THE MARK – a global leader in modernising operating models. Since its inception in 1990, OTM has successfully completed close to 450 redesigns, across most industry sectors, on five continents, in over 35 countries for every type of business function and enterprise wide. Mark has led and delivered over 300 redesigns. He is the original author of OTM's industry leading comprehensive, integrated, comprehensive organization design solution based on collaboratively engaging the hearts and minds of your people to solve its own challenges. OTM offers a reliable alternative to the "ants on a picnic basket approach" taken by large consulting houses to organisation design work with its unparalleled depth and breadth of experience in collaborative redesign. Mark will share his experience over 30 years of business transformations as it relates to current challenges to more modern operating models.



**PETER TURGOOSE** is a Senior Consultant with OTM since 2010. With 30 years in the field as both an internal HR Leader and external consultant, Peter brings a unique, yet practical blend of knowledge and experience to the design and deployment of organization redesigns that deliver measurable and sustained improvements to business performance. He is a Chartered Occupational Psychologist and Associate Fellow of The British Psychological Society who has worked with and held senior OD & HR Director positions in leading organisations in UK, Europe and the USA. Peter has also successfully led major HR transformations and the implementation of HRSAP – delivering on target business benefits and efficiency savings. He has brought this to bear in organisations facing significant strategic challenges including; major M&A activity, large-scale IT implementations, liberalisation of their market place, product and service substitution, and significant cost challenges. Recent clients include Nestle, Dolby Laboratories, BAE Systems, TJX, Fitbit and Boeing.