

# Leading Organizational Transformation

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## After 6 Decades, Time for Big Changes

Over the last few years, the NGO landscape has evolved rapidly. Many international NGOs have shifted their geographical locations to reduce operational costs and some have shut down altogether. This is partly due to financial constraints caused by fewer public donations and increased pressure from legislative authorities requesting transparency around finances.

A South American and Caribbean-based NGO with an operating budget of 40 million USD faced similar challenges. With added pressure from other external factors, this committed organization of 60 years found itself in need of an organizational transformation.

## A Need for Complex Planning

SESIL PIR Consulting was hired in 2014 to lead the organizational transformation and began by:

- Driving the strategic planning process and developing a three year roadmap for the organization
- Re-aligning the organizational structure while accounting for changes in culture and hiring needs
- Refining growth strategies and supporting process design and performance improvement activities
- Providing leadership coaching and learning and development programs for management

## A Multi-Pronged, Long-Lasting Solution

Over the course of one year, SESIL PIR Consulting delivered the following:

- Creation of a new Chair position and Board of Directors appointment
- Creation of a new CEO position and assist in internal appointment
- A new organizational structure, budgeting process, and fundraising strategy
- A three-year roadmap to facilitate the transition and sustain the new strategies

## Fast-Track Results, On-Going Support

The level of change required for an organization of this size would typically entail three years or more of change management planning, coordination, and operationalization. SESIL PIR Consulting streamlined this process to produce an actionable program in just 12 months. The client credits SESIL PIR Consulting with providing "...a model that helped us organize our strategic thinking and actions into manageable units. Without [this new model] we wouldn't have achieved the results and current progress on our strategic plan."

While the strategic phase of planning has been completed, SESIL PIR Consulting continues to coach the leadership team and provide support through upcoming complex operational changes.

## Contact Us

We are specialized in leading organizational transformations. From managing expansions to divestment, scale-up opportunities to mergers and acquisitions, please contact us at [sesilpir.com](http://sesilpir.com).