

PURPOSE-DRIVEN TRANSFORMATION

Transformation is more than new technology and processes, or shifting lines and boxes on an organizational chart. At Booz Allen Hamilton, successful transformation is based on purpose. When an organization transforms through capability-based planning, structural redesign, or other multidimensional change initiatives, the “why” often matters more than the “what.”

We believe organizations should reflect how work adds value and relates to its mission. Our approach is designed to emphasize purpose by (1) assessing the factors that enable an organization to achieve its mission; (2) defining how the organization should interact to achieve its purpose; and (3) identifying structures and integration points that enable effective decision making and drive improved performance.

