



TRANSFORMATION AND THE FUTURE OF WORK

People & Transformation

Business leaders, transformation offices, communications functions and HR teams partner with us to enable change.

Drawing on our decades of experience across industries and in every major geographic market, we assess current and future situations, analyze the stakeholder impacts, and use these inputs to develop successful transformation programs.

What we do

We help clients tackle the people challenges, issues and opportunities that arise as they move towards new operating models in response to a shift in strategy or operations, new product offerings or market changes.

As companies consider a post-pandemic environment, we provide support in the transition to a more flexible working environment. Leading, communicating and managing change amidst ongoing disruption requires foresight, agility and transparency. When executed effectively, change can lead to incredible results, including increased confidence, innovations and exceptional performance.

We work with clients to anticipate and address the perceptions, potential impacts and processes that hinder or help on the path to transformation by designing and implementing communications, managing change, enabling leaders and supporting employees in the transition to new ways of working.



Strategy alignment

While organizations' vision, purpose and values are foundational and constant, their business strategy is often evolving to reflect changes in market demands and customer needs.

During times of change, an alignment between people and business strategies, goals and objectives is crucial for optimal performance. We work with our clients to help define their business strategy, engage leaders to activate it and create clear priorities for their teams to execute against, translate the strategy for employee audiences, and ensure cultural and engagement elements reinforce and support the strategy.



Future of work

The impact of Covid-19 on our work experience and environment has accelerated strategic planning around the future. In reality, the pandemic has been one of many drivers that are influencing the ways organizations rethink the future of work.

As we encounter ever-changing demographics, grapple with evolving social beliefs and desire more humanization from our organizations—a focus on best practices around new operating models, health and safety protocols, enhanced skills and behaviors and the employee experience, for example, are of utmost importance.

We help our clients to understand the elements that compose the future of work and work in partnership to shape the strategies, programs and messages that will propel them forward.

What people say...



Digitization

As both the customer and employee experience have shifted overnight to include many more digital touchpoints, the ability to quickly adapt, humanize, and communicate change and train teams to deliver is critical.

We partner with clients to create and deploy digital communications strategies, journey maps, engagement plans, and learning and development solutions that allow them to stay ahead and keep connected.

“The business model has changed — but we’ve not optimized the employee experience within it: can you help us make our people culture future-fit?”

“We need to plan how we return our employees to the workplace in a way that sustains motivation and performance.”

“In this hybrid working environment, we need to rethink our processes from onboarding and performance management to talent retention.”

“Our people need to be properly retained and motivated—we need to update our Employee Value Proposition!”

Meet our people



Victoria Strachwitz, Senior Managing Director, is an expert in change management, leadership and organizational development.

She has significant experience in transformations, and has advised multiple global, large and mid-cap companies across various industries, operating at the intersection of communications, board office, strategy office, PMO and HR.

Over the course of her career, Victoria filled various interim PMO positions for change and communications, and has advised senior leaders in their visible and changing leadership role in transformations.



Leslie Benson, Senior Managing Director, has spent 25 years helping clients with cultural and organizational change, M&A and restructuring human capital auditing, change planning and execution.

He works with leaders, HR professionals and communications practitioners to help optimize and sustain people and business performance through periods of change.



Carolin Dietz, Senior Director, is an expert in change management and communications and a certified Prosci® change practitioner.

Carolin has worked with organizations of all sizes across many industries to support their leaders and employees in successfully navigating large-scale transformations.

She is experienced in working with multinational, matrixed organizations and in close collaboration with project management offices and workstreams.



Farina Casselmann, Senior Director, is an expert in change management and communications as well as leadership enablement, and a certified Prosci® change manager.

She has great experience in leading global, large-scale transformation projects for multinational companies, including organizational redesign, new strategy roll-out, restructurings, bottom-up employee involvement and engagement activities.

Farina works alongside project management, transformation offices and HR, as well as communications teams, to help companies guide their leaders and employees from preparation to the announcement and on to implementation.



Ilona Indra, Senior Director, has 23+ years of experience in different functions and business manager roles across various industries.

She is an expert for change management and communications and leadership enablement. Ilona supports clients in developing a flexible work culture, enabling leaders to lead hybrid teams and employees to work productively in hybrid team constellations.

EXPERTS WITH IMPACT™

About FTI Consulting

FTI Consulting is an independent global business advisory firm dedicated to helping organizations manage change, mitigate risk and resolve disputes: financial, legal, operational, political & regulatory, reputational and transactional. FTI Consulting professionals, located in all major business centers throughout the world, work closely with clients to anticipate, illuminate and overcome complex business challenges and opportunities. For more information, visit www.fticonsulting.com and connect with us on Twitter (@FTIConsulting), Facebook and LinkedIn.

© 2021 FTI Consulting, Inc. All Rights Reserved.

