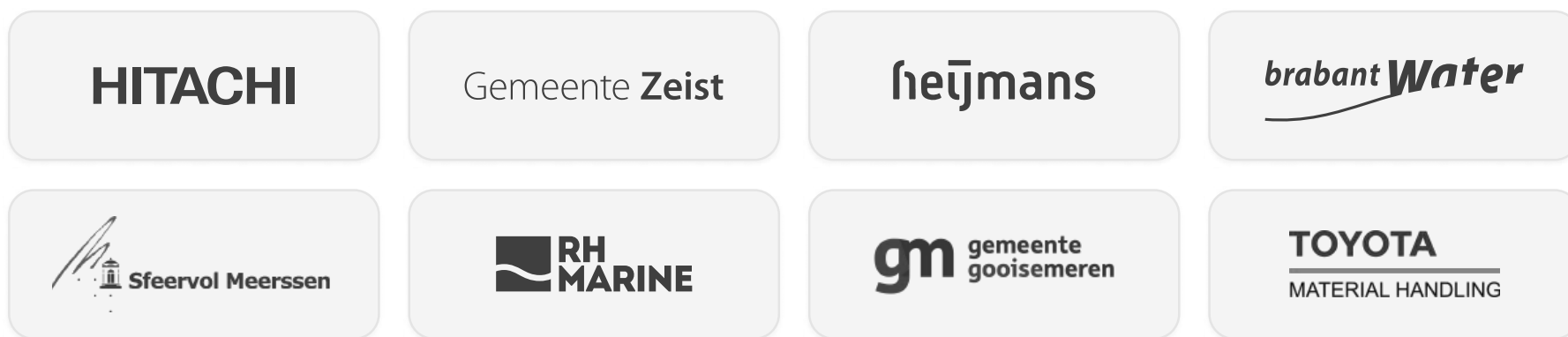


Start hiring for results in Strategy & Transformation

Make work actually happen across strategy, structure, change, policy, and transformation by working on-demand with the best Strategy & Transformation specialists.



Specialisms & Expertise

Find the services Blackbear supports in Strategy & Transformation

Business Strategy	Organizational Design	Change Programs
Business Strategy Development	Organizational Structure Design	Transformation Program Design
Strategic Analysis & Positioning	Role & Responsibility Definition	Change Roadmaps & Planning
Growth & Portfolio Strategy	Operating Model Design	Stakeholder Alignment Programs
Market & Competitive Analysis	Decision & Governance Structures	Adoption & Behaviour Change Initiatives
Strategic Roadmaps & Priorities	Span of Control & Layering Analysis	Change Governance & Tracking
Business Model Design	Capability & Talent Alignment	Transformation Communication Support
Scenario & Trade-Off Analysis	Org Design Implementation Support	Resistance Management
Strategy Execution Alignment	Organizational Effectiveness Measurement	Change Impact Measurement
Policy Development	Process Optimization	Digital Transformation
Policy Framework Design	Process Analysis & Diagnostics	Digital Transformation Strategy
Policy Drafting & Review	End-to-End Process Redesign	Digital Roadmaps & Prioritisation
Governance & Compliance Policies	Efficiency & Cost Optimisation	Technology Enablement Programs
Decision & Escalation Policies	Handover & Interface Improvements	Process Digitalisation
Process & Control Policies	Process Governance Structures	Data-Driven Transformation Initiatives
Policy Implementation Support	Process Performance Measurement	Digital Adoption & Change Support
Policy Alignment & Standardisation	Continuous Improvement Roadmaps	Transformation Governance
Policy Monitoring & Updates	Process Automation Enablement	Digital Performance Measurement

Specialists & Profiles

Work with Senior Strategists, Transformation Experts, Change Leaders, and more

<ul style="list-style-type: none">• Strategy Consultants• Business Strategists• Corporate Strategy Analysts• Growth Strategy Specialists• Portfolio Strategy Managers• Market & Competitive Analysts• Scenario Planning Specialists• Strategy Execution Leads• Business Model Designers• Strategic Planning Consultants• Strategy Operations Managers• Strategy Performance Analysts• Strategy Governance Leads• Senior Business Strategy Specialists	<ul style="list-style-type: none">• Organizational Design Consultants• Operating Model Specialists• Org Effectiveness Analysts• Structure & Role Design Experts• Decision & Governance Specialists• Capability Design Consultants• Org Transformation Managers• Org Implementation Leads• Org Analytics Specialists• People & Structure Alignment Experts• Org Performance Analysts• Org Design Program Managers• Org Governance Leads• Senior Organizational Design Specialists	<ul style="list-style-type: none">• Transformation Managers• Change Program Leads• Organisational Change Consultants• Adoption & Behaviour Specialists• Change Communication Experts• Change Governance Managers• Transformation PMO Specialists• Stakeholder Engagement Leads• Change Impact Analysts• Resistance Management Specialists• Change Operations Managers• Change Metrics & Analytics Specialists• Change Portfolio Leads• Senior Change Program Specialists
<ul style="list-style-type: none">• Policy Advisors• Governance Specialists• Policy Framework Consultants• Compliance Policy Analysts• Corporate Policy Managers• Policy Drafting Specialists• Policy Implementation Leads• Policy Review & Assurance Specialists• Decision Framework Designers• Control & Risk Policy Experts• Policy Operations Managers• Policy Monitoring Analysts• Policy Governance Leads• Senior Policy Development Specialists	<ul style="list-style-type: none">• Process Improvement Consultants• Business Process Analysts• Operational Excellence Specialists• Process Redesign Experts• Efficiency & Cost Optimisation Analysts• Process Governance Specialists• Process Performance Analysts• Continuous Improvement Managers• Process Automation Analysts• Process Transformation Leads• Process Metrics Specialists• Process Operations Managers• Process Excellence Consultants• Senior Process Optimization Specialists	<ul style="list-style-type: none">• Digital Transformation Consultants• Digital Strategy Specialists• Technology Transformation Leads• Digital Program Managers• Digital Adoption Specialists• Process Digitalisation Experts• Data-Driven Transformation Analysts• Digital Governance Specialists• Transformation Architects• Digital Performance Analysts• Digital Change Managers• Digital Roadmap Leads• Digital Operations Managers• Senior Digital Transformation Specialists

Collaborations & Budget Ranges

Engage specialists, teams or boutiques in 3 possible ways

 Assignments Run quick assignments that make an immediate difference for your team and the results you seek. From €3k - €25k per assignment.	 Projects Execute projects with phased milestones and deliverables, to support bigger challenges. From €25k - €200k per project.	 Interim Add reliable senior expertise or operational punching power, to strengthen your team's capacity. From €35 - €150 per hour.
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Examples & Inspiration

How other leaders execute strategy into real transformation with Blackbear

Strategy & Growth Programs	Organizational Redesign Initiatives	Enterprise Transformation Programs
Change & Adoption Enablement	Policy Frameworks & Governance Setup	Process Optimization & Cost Reduction
Transformation Roadmaps	Technology-Enabled Operating Models	Data-Driven Transformation Programs
Strategy-to-Execution Alignment	Transformation Governance & Control	Cross-Functional Change Programs
Operating Model Modernisation	End-to-End Business Transformation	Scalable Strategy Execution Models

Hire better and faster for your Strategy & Transformation agenda.

Achieve the results you aspire, exactly when and where you need them.

Let's Talk →

