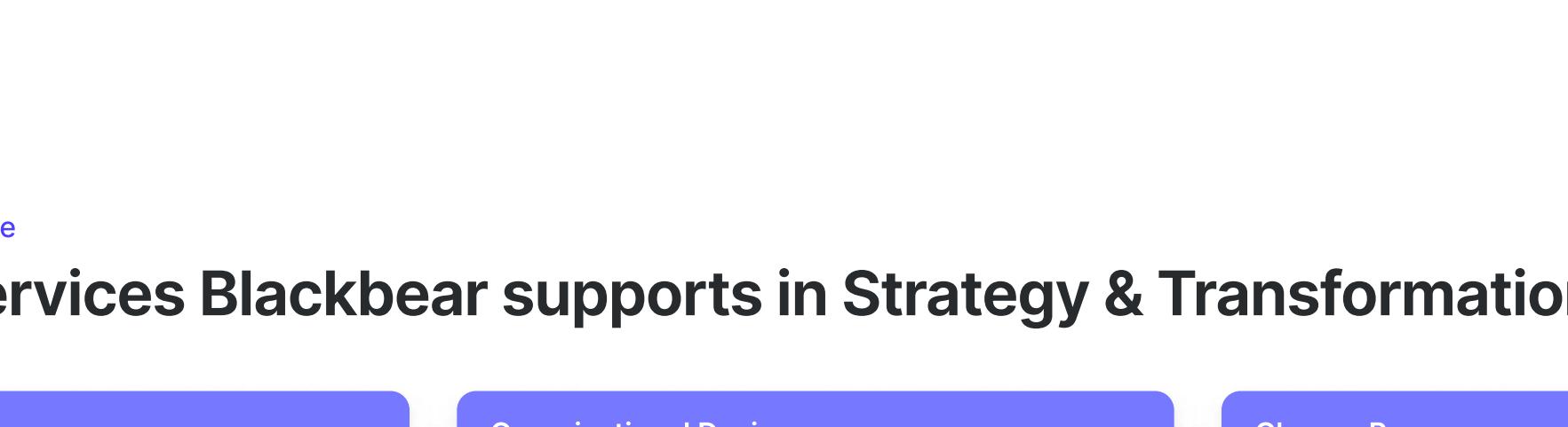


# Start hiring for results in Strategy & Transformation

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

## Collaborations & Budget Ranges

### Engage specialists, teams or boutiques in 3 possible ways

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

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.	Let's Talk →	Meet our team
<p>Achieve the results you aspire, exactly when and where you need them.</p>	<p>Let's Talk →</p>	