



**TALENT
ECOLOGY**

TALENT ECOLOGY
Delivering the change.

CAPABILITY STATEMENT

Transformation — “Where Design Meets Execution”

Most organisations don’t fail at delivery—they fail at adoption. Programs hit milestones, budgets are tracked, and governance is in place... yet the value never fully lands. Why? Because delivery and change are treated as parallel tracks instead of a single system.

At Talent Ecology, we integrate program management and change management to close this gap. We connect the mechanics of delivery with the dynamics of people—ensuring that every milestone is matched with readiness, every dependency considers workforce impact, and every initiative is designed for adoption from day one. This shifts the focus from “did we deliver it?” to “is it working?”

The result is faster traction, stronger engagement, and measurable value realisation. Leaders gain a clear line of sight from execution through to outcomes, risks are surfaced earlier, and change fatigue is actively managed—not reacted to. Integration isn’t a layer—it’s the engine that drives transformation success.

OUR 5-STEP INTEGRATED APPROACH

1	2	3	4	5
READINESS	LEADERSHIP ALIGNMENT	STAKEHOLDER ENGAGEMENT	SHOW AND TELL	CHANGE SUPPORT
How ready is your organisation? Identify change impacts to your business.	Give leaders clarity on accountability. Educate them on the ‘why’ and help them communicate to teams.	Identify all impacted stakeholders and engage appropriately.	Deliver targeted training on new processes, systems, legislation changes and reporting requirements.	Embed escalation channels, self-service resources and vendor support to sustain the change post go-live.
PROJECT MANAGEMENT BACKBONE				
Initiation <i>Scoping, charter, risk register</i>	Planning <i>Governance, RACI, milestones</i>	Execution <i>Comms, status, dependencies</i>	Testing & UAT <i>Test coordination, go-live</i>	Hypercare <i>Issue triage, BAU handover</i>

Delivery milestones aligned with workforce readiness — designed for adoption from day one.

WHAT WE DELIVER

<p>Integrated Program & Change Design</p> <p>We design programs from the outset with change embedded — not bolted on. Governance, milestones and workforce readiness are built as one system.</p>	<p>Change Impact & Readiness Assessment</p> <p>We assess how ready your organisation is for change across leadership, culture, capability and process — giving you a clear view of risk before it becomes reality.</p>
<p>Leadership Alignment & Sponsorship</p> <p>We build leadership capability and alignment to own and champion change — moving leaders from informed to actively engaged.</p>	<p>Stakeholder Engagement & Communication</p> <p>We design targeted engagement strategies across all impacted groups, ensuring the right messages reach the right people at the right time.</p>
<p>Training & Capability Development</p> <p>We design and deliver role-based training on new systems, processes and legislative changes — building real capability, not just awareness.</p>	<p>PMO Establishment & Governance</p> <p>We establish or strengthen your Program Management Office with the structures, reporting and cadence to give leaders real-time visibility across your portfolio.</p>

IN PRACTICE

CLIENT CASE STUDY	
PROBLEM	The health of strategic programs was unclear, with little to no reporting or internal program/project and change capability.
SOLUTION	We undertook a diagnostic review of strategic programs, assessed health and provided a set of recommendations to get programs back into the green.
OUTCOME	Client asked for our help in establishing a central Program Management Office to: Define program management governance, reporting, insights, clarity and operational cadence Provide hands-on project and change management for key strategic programs Provide program and change leadership

WHY TALENT ECOLOGY

Integrated by design We don't bolt change onto a program. We design them as one system from the start.	Commercially minded We understand that transformation exists to deliver value. We keep a relentless focus on outcomes, not activity.	Practitioners, not theorists Our team has led programs and change inside complex organisations. We bring hard-won experience, not just frameworks.
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"Transformation that sticks isn't just about what you build — it's about whether people can use it, want to use it, and do use it. That's the Talent Ecology difference."

talentecology.com.au | engage@talentecology.com.au