



As a company grows and matures, it is best practice to revisit whether future goals can be achieved using the current methodologies. A capabilities roadmap provides a holistic view of the organization's proficiencies across people, processes and technology.

A capabilities roadmap is an exercise designed to align capabilities with goals, priorities and overall business objectives, to understand where the organization is at its current state and what needs to change for goals to be met. It can be done at the enterprise level or within a specific area of the organization.

## IT Strategy and Capabilities Roadmap

Building a capabilities roadmap is frequently initiated by the IT organization. Oftentimes, there is a misalignment between the current technology stack and the current and future business objectives.

When completing a capabilities roadmap, enVista's team will take an in-depth look at your current technology stack and your go forward strategy and align them with your current and future business objectives, identifying the gaps and developing remediation plans to bring them together. We will consider a few questions during this process:

- Do your current business goals and objectives align with your future strategies?
- Can your organization undergo the necessary changes to obtain those objectives?
- Do you have the necessary IT capabilities to enable the achievement of those goals and objectives?

- Are your priorities right-sized based on your organization's current structure and capabilities?
- What adjustments need to be made to align your current IT capabilities and/or your future goals and objectives?

## Your Capabilities Roadmap Project

### Discovery

During the discovery phase of the project, enVista's team will take a deep dive into how your organization is functioning at its current state. We will complete the following tasks during discovery:

- Complete discovery interviews for key stakeholders across the organization to learn about current state
- Affirm the business' key mission and object by validating strategic business imperatives
- Assess baseline IT environment and profile that determines your organization's IT capabilities at current state

### Direction Setting

After discovery, our team will move into direction setting. During this phase, we will work with your team to determine what goals and objectives your organization wants to accomplish in the future, and what capabilities are needed to enable that direction. Direction setting will consist of the following steps:

- Visioning workshops to brainstorm the vision for the organizational capabilities with key stakeholders
- Best practice opportunity identification determining opportunities for implementing best practices across the organization
- Creating guiding principles to consider for any process and technology changes
- Gap identification to identify existing gaps inhibiting the organization' direction and objectives

### Future State Design

After the direction setting phase, our team will work with you to determine what the future state or "to be state" of the organizational capabilities should look like, and start to map out the steps to get there. Future state design includes:

- Design of the to be state
- Mapping a model of the organization's capabilities future state
- Determining what gaps need to be filled to reach future state
- Prioritize next steps for reaching future state

### Transformation Planning

Acting on the findings from the capabilities roadmap will represent different degrees of transformation. The transformation planning stage is meant to help you prepare for that change and have a clear time phased approach to moving forward. Actions include:

- Determining what people, processes and technology need to be implemented or optimized to reach future state
- Establishing priorities for implementation/ optimization
- Creating 12, 24 and 36-month roadmap view to identify key components of the transformation process within relevant timeframes

At the end of this four-phase approach, you will have a full capabilities roadmap, which is a time phased, money denominated set of priorities in support of your predefined outcomes and goals.

## enVista's Approach

### Cross-functional

enVista's retail consulting projects do not happen in a vacuum. We understand that every area of the business must be involved to ensure that a retail organization's capabilities align with organization goals. We collaborate across finance, merchandising and planning, design and sourcing, channel

operations, IT and more to provide a cross-functional, holistic view of your organization.

### Team of Operators/Retailers

Our industry-leading consultants are operators at their core, having all come from the retail business. Their extensive experience in both consulting and the multiple facets of retail enables our team's understanding of what is on the minds of retail leadership, the challenges that keep them up at night and the best practices and strategies for solving those challenges.

### Tailored Approach

We do not believe in a one size fits all approach with any retail consulting project. We will do a detailed analysis and evaluation of your business practices to best understand your unique objectives and what services and solutions would best help you achieve them.

## About enVista

enVista is the leading supply chain and enterprise consulting firm and the premier provider of supply chain technology & strategy services, material handling automation & robotics, Microsoft solutions and IT managed services. With 20+ years of unmatched domain expertise, enVista serves thousands of leading brands. enVista's unique ability to consult, implement and operate across supply chain, IT and enterprise technology solutions allows companies to leverage enVista as a trusted advisor across their enterprises.

**Consulting and solutions delivery is in our DNA.**

**Let's have a conversation.®**

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