**Large Scale corporate transformation**

Large scale corporate transformation is the necessary actions required to increase performance in an organization. It leads to greater performance results and greater organizational growth. It is a lasting change and can range from getting new leaders, to combining the functions of different departments. It can also involve the introduction of a new phase in the life of an organization. Large scale corporate transformation can be measured using three variables. The first variable involves determining how deep the change penetrates to all levels of the organization. The second variable measures how entrenched it becomes in the organization while the third measure determines the percentage of the organization covered in the change. **Corporate transformation** is essential for a corporation that seeks to have a greater impact and a longer life in its business sector. The process requires time and resources. The whole establishment needs to support it for success. Not only does the top management need to back it, but stockholders and staff members also need to buy the idea. This is because when the process of **corporate transformation** hits a barrier, it will take the entire organization to keep it on course and complete the process. Without the support of everyone, most organizations will not complete the process.

**Business transformation** in recent times has begun to combine finance, H.R and I.T departments into one functioning piece of an organization. This has resulted in a leaner, faster, and more efficient corporate entities that produce high results and has a greater impact in its overall functioning. These three key departments are the backbone of any organization, and the combination of the three creates an efficient organization that translates into high performance results.

One crucial aspect of large scale corporate transformation is **I.T transformation.** This entails the entire changing of any organization’s technology systems. It adopts a more efficient platform that enhances its overall operation. **I.T transformation** involves the use of Service Oriented Architecture (SOA) and open systems. This process is the revamping of the existing technology used to support the organization and is critical towards aligning the business functions to the mission of the organization. It touches on the current hardware and software and how best they can be improved upon for greater results. This process is necessary in the entire **business transformation.**

The question that needs to be addressed is how any organization can make this process successful. First, it requires the understanding that it is not just a goal to be achieved, but a new way of thinking embraced by the entire organization. Secondly, the leadership in place needs to be fully involved and dedicated to the process and to realize that it takes time and effort to complete such a mission. There also needs to be flexibility and adaptability in order to learn from mistakes and keep moving forward. Constant communication is also critical to ensure that everyone involved understands the current stage and the next steps to be done. Change is the only constant and is necessary for progress and success.