



Define Strategic North Star

Strategy and Leadership Strategy Vision

Establish the long-term vision and ambition for the business, anchoring every

downstream initiative to a single narrative that is sponsored by the leadership team.

Align on market positioning, operating principles, and how success will be measured.

Roadmap Tasks

Vision Alignment:

- Market and trend review (2025-01-01 to 2025-02-28)

Vision Alignment

Conduct discovery interviews with customers and internal stakeholders, synthesize market insights, and create the briefing pack for the leadership summit.

Milestones:

- Insight pack shared (2025-02-28)

- Executive workshops (2025-02-01 to 2025-02-28)

Vision Alignment

Facilitate vision alignment workshops with executives, refine the strategic narrative, and confirm the success measures ahead of endorsement.

Milestones:

- Alignment workshop (2025-02-25)

Decision & Communication:

- Draft strategy narrative (2025-03-01 to 2025-03-20)

Decision & Communication

Milestones:

- Narrative circulated (2025-03-18)

- Leadership sign-off (2025-03-21 to 2025-03-31)

Decision & Communication

Milestones:

- Strategy endorsed (2025-03-31)

Related Links

[Executive briefing deck](#)

[Summit pre-read](#)

[Back to overview](#)

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Portfolio Prioritisation Framework

Strategy and Leadership Portfolio Governance

Create a transparent and data-backed prioritisation model that balances ambition with capacity. Define evaluation criteria, governance cadence, and portfolio guardrails.

Related Links

[Framework working doc](#)

[Board briefing notes](#)



Opportunity Sensing

Innovation and Discovery Discovery Pipeline

Curate a discovery backlog sourced from customers, partners, and internal teams.

Rapidly assess desirability, viability, and feasibility to surface high-potential bets.

Roadmap Tasks

Sensing & Intake:

- Field interviews (2025-02-01 to 2025-03-05)

Sensing & Intake

Milestones:

- Insight digest (2025-03-03)

- Idea triage (2025-03-06 to 2025-03-25)

Sensing & Intake

Milestones:

- Triage showcase (2025-03-24)

Evaluation:

- Feasibility spikes (2025-03-26 to 2025-04-30)

Evaluation

Milestones:

- Spike outcomes (2025-04-28)

- Shortlist creation (2025-05-01 to 2025-05-31)

Evaluation

Milestones:

- Shortlist announced (2025-05-10)

Related Links

[Discovery backlog](#)

[Shortlist scorecard](#)

[Back to overview](#)

[Open detailed roadmap](#)



Innovation Lab Pilot

[Innovation and Discovery](#) [Experimentation](#) [Lab](#)

Stand up a pilot innovation lab focused on two hero use cases. Establish experimentation guardrails, secure sponsors, and plan the transition to scale.

Roadmap Tasks

Pilot Foundations:

- Lab environment setup (2025-06-01 to 2025-07-05)

[Pilot Foundations](#)

Milestones:

- Environment ready (2025-07-03)

- Sponsor onboarding (2025-07-06 to 2025-07-31)

[Pilot Foundations](#)

Milestones:

- Sponsor sign-off (2025-07-29)

Experimentation:

- Use case iteration A (2025-08-01 to 2025-09-10)

[Experimentation](#)

Milestones:

- Sprint review A (2025-09-08)

- Use case iteration B (2025-09-11 to 2025-10-20)

[Experimentation](#)

Milestones:

- Showcase prep (2025-10-15)

Transition:

- Scale assessment (2025-10-21 to 2025-10-31)

[Transition](#)

Milestones:

- Go/no-go decision (2025-10-31)

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[Back to overview](#)

[Open detailed roadmap](#)



Define Outcome Metrics

Value and Metrics Value Measurement

Establish a north-star measurement framework that ties strategy to delivery.

Define baselines, targets, and data stewards for each outcome metric.

Roadmap Tasks

Define & Align:

- Metric identification (2025-01-15 to 2025-02-20)

Define & Align

Milestones:

- Candidate list (2025-02-18)

- Executive alignment (2025-02-21 to 2025-03-15)

Define & Align

Milestones:

- Alignment sign-off (2025-03-13)

Operationalise:

- Data mapping (2025-03-16 to 2025-04-10)

Operationalise

Milestones:

- Data contracts in place (2025-04-08)

- Metric catalogue launch (2025-04-11 to 2025-04-30)

Operationalise

Milestones:

- Catalogue published (2025-04-15)

Related Links

[Draft metric library](#)

[Steward roster](#)

[Back to overview](#)

[Open detailed roadmap](#)



Insights and Reporting MVP

[Value and Metrics](#) [Insights](#) [Delivery](#)

Deliver an MVP analytics experience focused on the most critical operational decisions.

Stand up dashboards, alerting, and narratives that spotlight the new outcome metrics.

Roadmap Tasks

Build:

- Data ingestion (2025-05-01 to 2025-06-15)

Build

Milestones:

- Pipelines live (2025-06-10)

- Dashboard creation (2025-06-16 to 2025-08-10)

Build

Milestones:

- UX review (2025-08-05)

Launch:

- Pilot enablement (2025-08-11 to 2025-09-10)

Launch

Milestones:

- Pilot success review (2025-09-08)

- MVP launch (2025-09-11 to 2025-09-30)

Launch

Milestones:

- Insights available (2025-09-15)

Related Links

[MVP scope](#)

[Design prototypes](#)

[Back to overview](#)

[Open detailed roadmap](#)



Modern Data Platform Foundation

Data and Infrastructure Data Platform

Implement a scalable cloud data platform with core ingestion, governance, and security capabilities. Create the backbone required for analytics and automation use cases.

Roadmap Tasks

Platform Core:

- Landing zone setup (2025-01-15 to 2025-03-01)

Platform Core

Milestones:

- Security review (2025-02-26)

- Data ingestion wave 1 (2025-03-02 to 2025-05-15)

Platform Core

Milestones:

- First data live (2025-05-10)

Governance & Enablement:

- Data governance setup (2025-05-16 to 2025-06-30)

Governance & Enablement

Milestones:

- Policies approved (2025-06-25)

- Platform go-live (2025-07-01 to 2025-07-31)

Governance & Enablement

Milestones:

- Platform launch (2025-07-15)

Related Links

[Architecture blueprint](#)

[Platform backlog](#)

[Back to overview](#)

[Open detailed roadmap](#)



Integration and Automation Wave

Data and Infrastructure Automation Integration

Orchestrate end-to-end integrations and robotic process automation to unlock faster cycle times. Deliver reusable services and automation blueprints for expansion.

Roadmap Tasks

Integration Services:

- API enablement wave (2025-08-01 to 2025-10-01)

Integration Services

Milestones:

- Service catalog live (2025-09-28)

- Data contract rollout (2025-10-02 to 2025-11-30)

Integration Services

Milestones:

- Contract adoption (2025-11-25)

Automation Delivery:

- RPA sprint 1 (2025-12-01 to 2026-01-15)

Automation Delivery

Milestones:

- Automation showcase (2026-01-12)

- Transition to operations (2026-01-16 to 2026-01-31)

Automation Delivery

Milestones:

- Runbook handover (2026-01-31)

Related Links

[Integration backlog](#)

[Automation playbook](#)

[Back to overview](#)

[Open detailed roadmap](#)



Policy Refresh and Controls

Governance, Risk, and Compliance Compliance Governance

Modernise core policies and embed practical controls that support rapid delivery while keeping risk within appetite. Prioritise automation of compliance checks.

Roadmap Tasks

Policy Modernisation:

- Policy drafting (2025-03-01 to 2025-04-10)

Policy Modernisation

Milestones:

- Draft bundle ready (2025-04-08)

- Stakeholder consultation (2025-04-11 to 2025-05-05)

Policy Modernisation

Milestones:

- Consultation closed (2025-05-03)

Control Enablement:

- Control automation pilots (2025-05-06 to 2025-05-31)

Control Enablement

Milestones:

- Pilot sign-off (2025-05-29)

- Policy launch (2025-06-01 to 2025-06-15)

Control Enablement

Milestones:

- Policies live (2025-06-01)

Related Links

[Policy backlog](#)

[Control library](#)

[Back to overview](#)

[Open detailed roadmap](#)



Continuous Compliance Tooling

Governance, Risk, and Compliance Compliance Automation

Deploy continuous compliance tooling with automated evidence collection.

Integrate alerts into the operating rhythm and retire manual audit processes.

Roadmap Tasks

Tooling Enablement:

- Vendor onboarding (2025-07-01 to 2025-08-10)

Tooling Enablement

Milestones:

- Tool configured (2025-08-08)

- Control integration (2025-08-11 to 2025-09-25)

Tooling Enablement

Milestones:

- Control coverage (2025-09-22)

Operationalisation:

- Alert operating model (2025-09-26 to 2025-10-30)

Operationalisation

Milestones:

- Operations playbook (2025-10-27)

- Audit readiness (2025-11-01 to 2025-11-30)

Operationalisation

Milestones:

- Dry-run complete (2025-11-15)

Related Links

[Tooling playbook](#)

[Audit prep tracker](#)

[Back to overview](#)

[Open detailed roadmap](#)



Change Network Mobilisation

People and Change Enablement Change Engagement

Build a high-energy change agent network that can translate programme vision to frontline teams. Equip champions with messaging, tools, and feedback loops.

Roadmap Tasks

Mobilisation:

- Identify and recruit (2025-02-01 to 2025-02-28)

Mobilisation

Milestones:

- Network confirmed (2025-02-26)

- Champion onboarding (2025-03-01 to 2025-03-31)

Mobilisation

Milestones:

- Onboarding complete (2025-03-28)

Engagement:

- Playbook enablement (2025-04-01 to 2025-04-30)

Engagement

Milestones:

- Toolkits live (2025-04-27)

- Champion summit prep (2025-05-01 to 2025-05-20)

Engagement

Milestones:

- Summit hosted (2025-05-20)

Related Links

[Change playbook](#)

[Champion roster](#)

[Back to overview](#)

[Open detailed roadmap](#)



Skills Uplift Pathways

People and Change Enablement People Skills

Launch tailored learning pathways that close priority skill gaps. Blend formal training with practice-based communities to sustain adoption of new ways of working.

Roadmap Tasks

Design:

- Pathway design (2025-06-01 to 2025-07-15)

Design

Milestones:

- Designs signed off (2025-07-12)

- Content production (2025-07-16 to 2025-09-01)

Design

Milestones:

- Beta content ready (2025-08-29)

Launch & Sustain:

- Pilot cohorts (2025-09-02 to 2025-10-31)

Launch & Sustain

Milestones:

- Pilot review (2025-10-28)

- Organisation-wide rollout (2025-11-01 to 2025-12-31)

Launch & Sustain

Milestones:

- Showcase event (2025-12-15)

Related Links

[Skills inventory](#)

[Learning catalogue](#)

[Back to overview](#)

[Open detailed roadmap](#)



Strategy • Define Strategic North Star

Vision & alignment journey



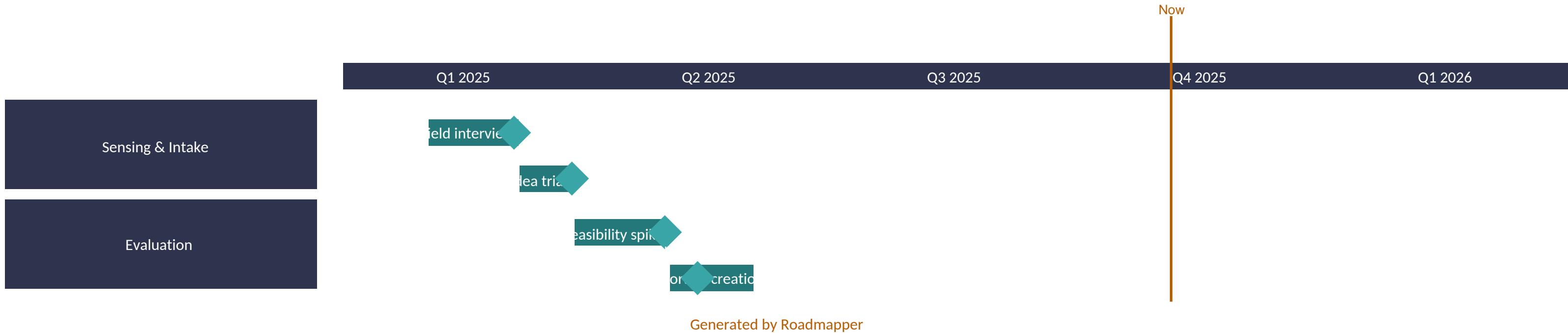
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[Back to detail](#)

[Back to overview](#)

Innovation • Opportunity Sensing

From signal to shortlist

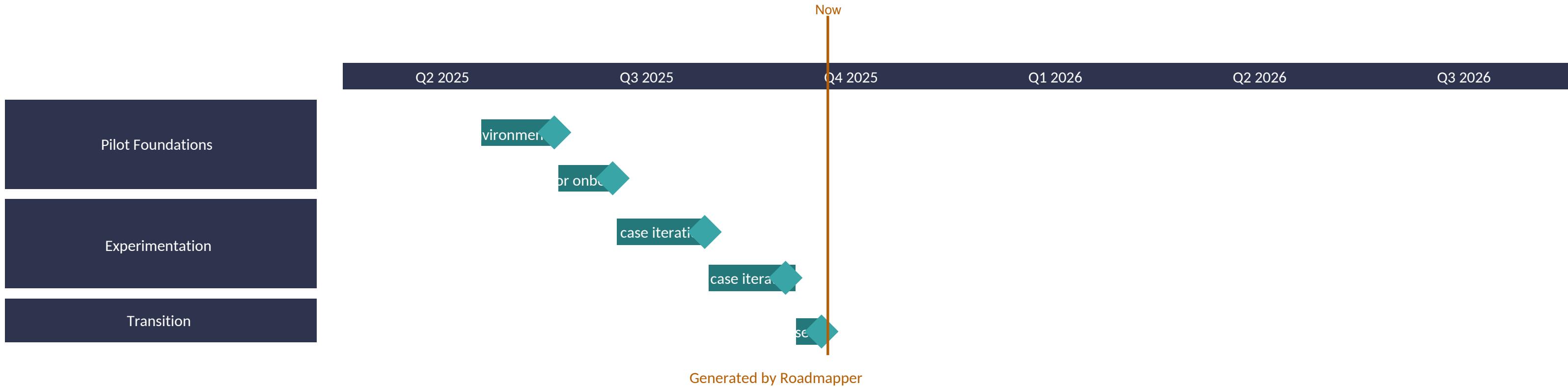


[Back to detail](#)

[Back to overview](#)

Innovation • Lab Pilot

Experiment, learn, scale

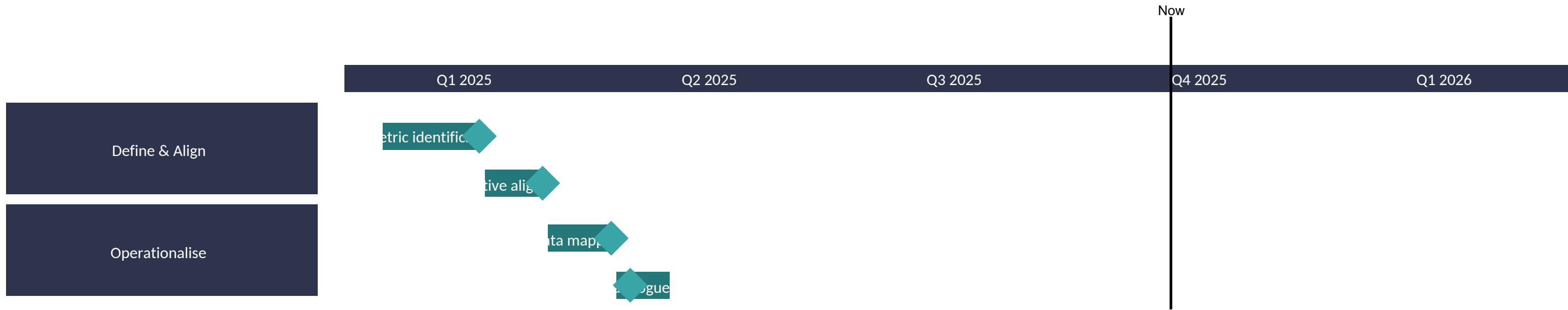


[Back to detail](#)

[Back to overview](#)

Value • Define Outcome Metrics

Foundations for measurement

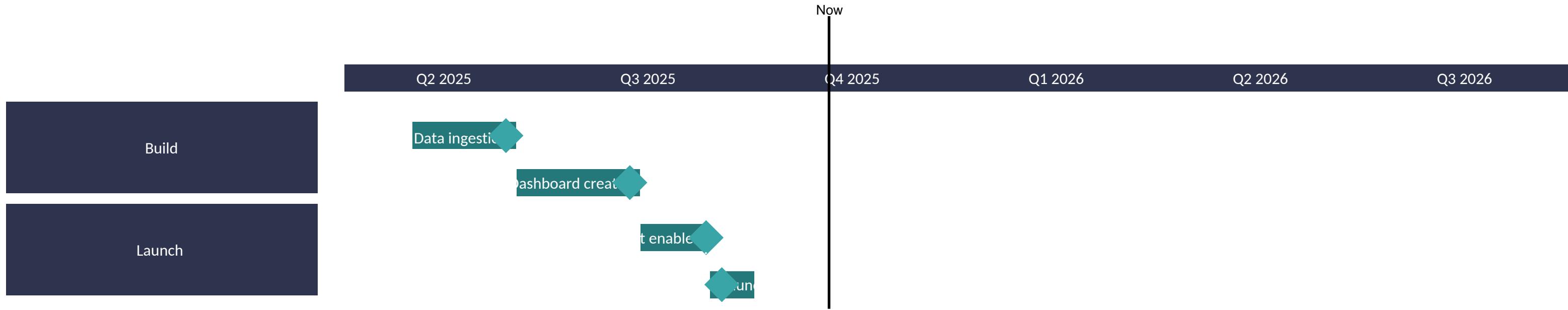


[Back to detail](#)

[Back to overview](#)

Value • Insights MVP

Bringing measurement to life

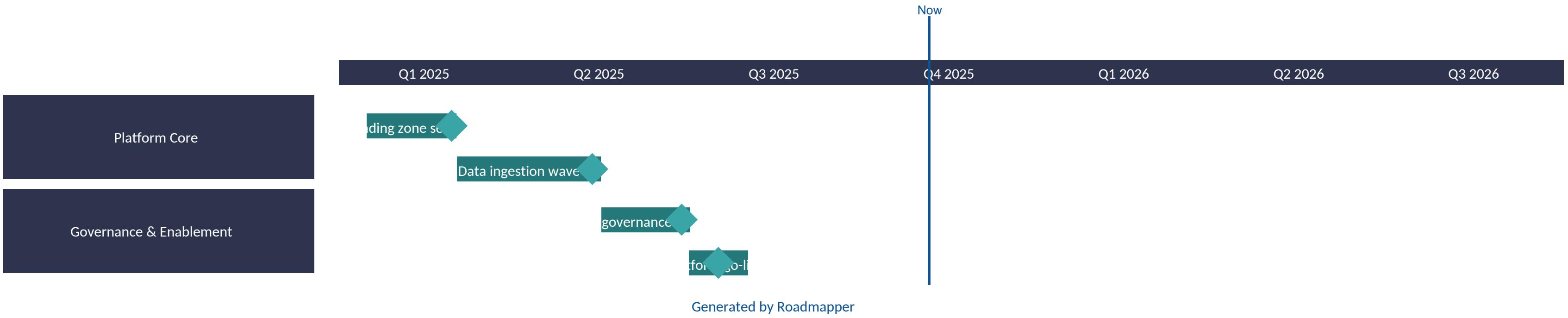


[Back to detail](#)

[Back to overview](#)

Data • Platform Foundation

Build the backbone

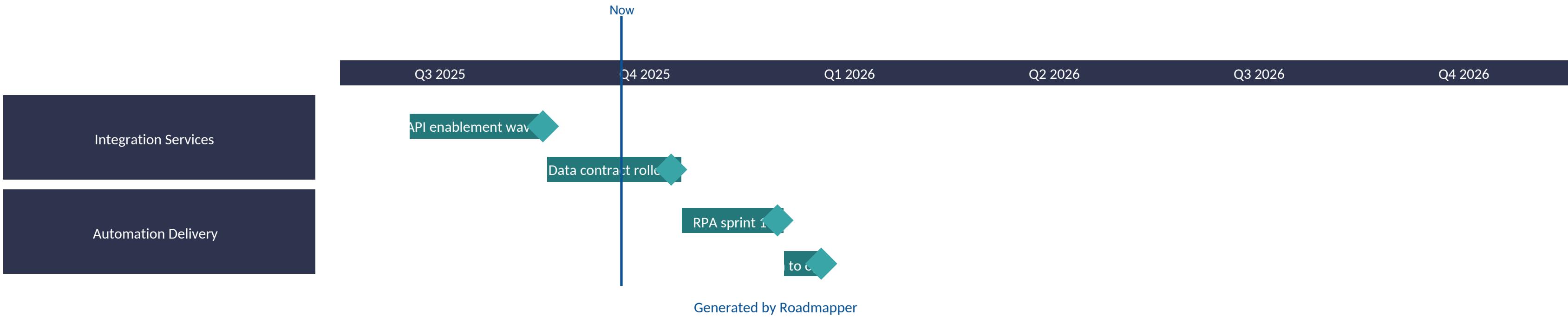


[Back to detail](#)

[Back to overview](#)

Data • Integration & Automation

Scale repeatable services

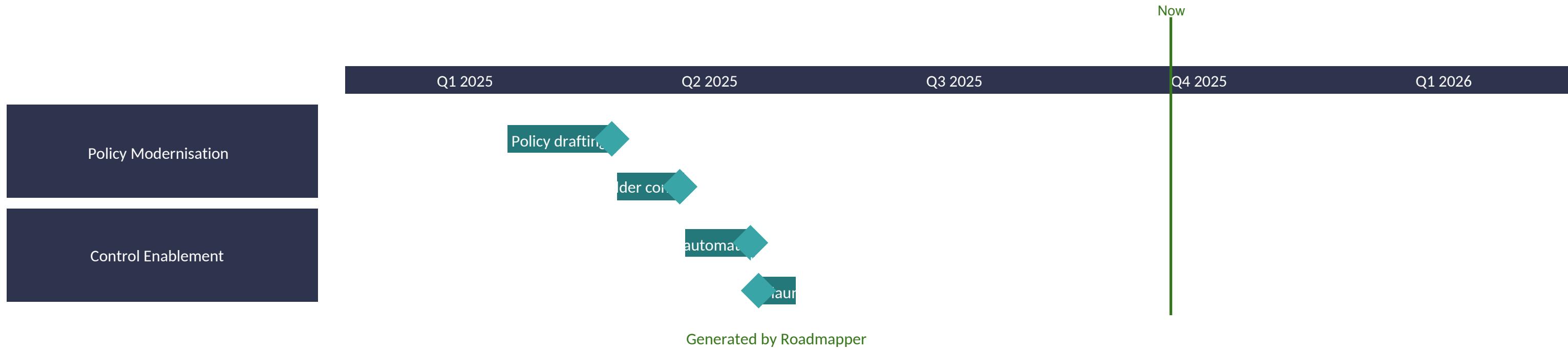


[Back to detail](#)

[Back to overview](#)

GRCA • Policy Refresh

Simple controls, stronger outcomes

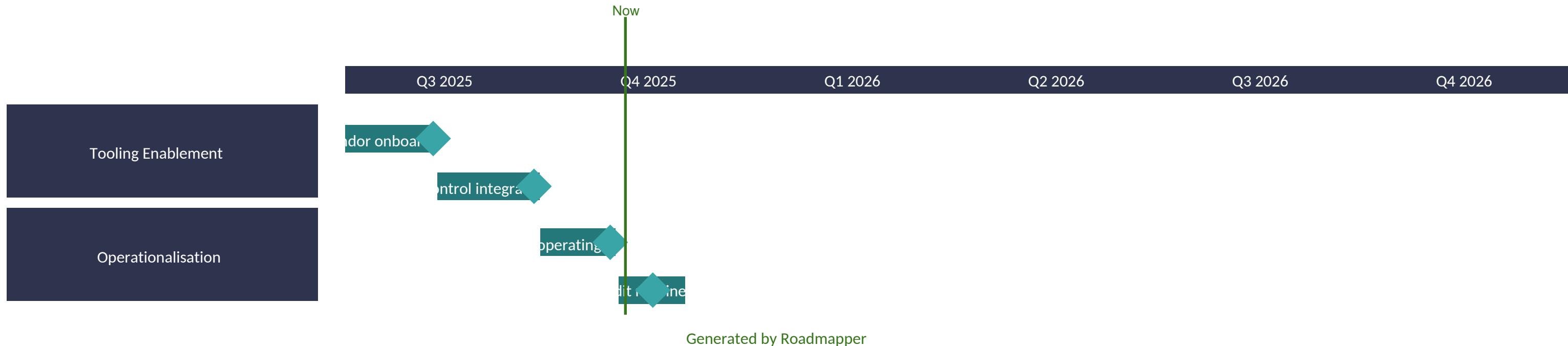


[Back to detail](#)

[Back to overview](#)

GRCA • Continuous Compliance

Always-on risk oversight

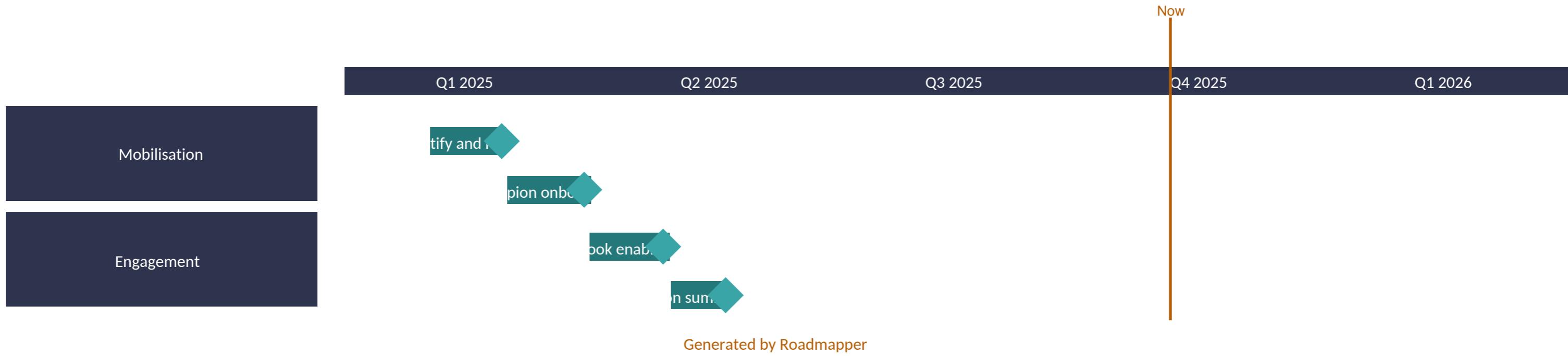


[Back to detail](#)

[Back to overview](#)

People • Change Network

Mobilise the champions

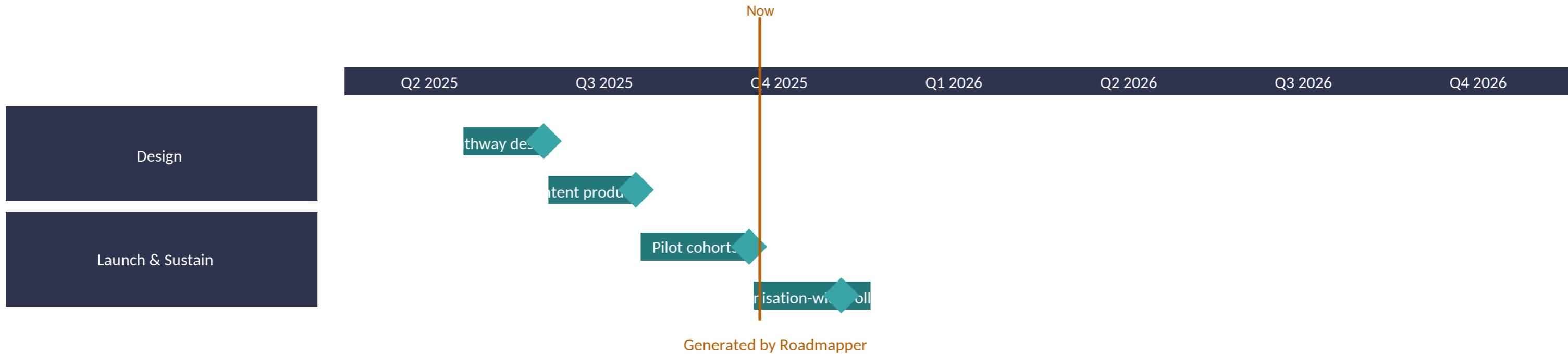


[Back to detail](#)

[Back to overview](#)

People • Skills Uplift

Grow capability at scale



[Back to detail](#)

[Back to overview](#)