Hi. Where now getting to the end of P1. We have gone through the research and we've taken that and we've helped the strategic stakeholders understand the reality of today. We've helped them move into their single point of truth and how do they get there that gave rise to workstreams and that's given rise to our first masterplan. Now today I want to talk to you about how do we move from P1 to P2. There's a transition at this stage. We're coming out of the boardroom and start move into the organisation. So I'm going to cover 3 areas.

First of all I'm going to cover the conditions for success to ensure that if we get involved in the implementation, we are successful. Then I'm going to talk about how do we manage self sufficiency and that discussion with the client so that they are comfortable with the role we play and then I'm going to talk about the actual activation.

So let's start at the beginning. We've now got the masterplan, we're getting to the end and we sit down with the sponsor or the CEO and say Okay we're ready to go. We have got it to the stage where we can pass it over to you and you can do it by yourself but if you want us to continue, there are things that need to be discussed and addressed, conditions for success.

And I will give you some examples. So it could be that we say, we're sorry your Commercial Manager or your Head of International is always going to be an operational person and will resist and resist those big major changes that we're after. So while that person is in place, we don't believe that you should stop the project. It's tough but it should be done.

Another example of a condition for success may be that if there's major redundancy to take place, we didn't need an extra 255 budget to be able to ensure that that redundancy is done in a harmonious fashion, following our harmonious right sizing processes. Depends. What are the things that we need to do that will ensure that this is successful going forward. Now we've never had a failure in this situation which is interesting. Whenever we say these things they acknowledge that they're right. They may be uncomfortable but they're right. And this is the first time of really becoming a partner with the leadership to face up to issues and address them to ensure that we deliver the dream. Now that's the condition for success based on that we then proceed.

At this stage we now have them in a level of self sufficiency, they have the blueprint going forward and this is a point where they can stop or continue using us. If they want, they have the blueprint, the masterplan, they can go ahead and implement it themselves, The reality is that they would struggle doing it themselves and if we have done our relationship building correctly, they should be very comfortable with us moving into ensuring that the dream has been delivered. And this is the activation stage. So we've talked about it, we said we've done it. We said we've done what we said we were going to do, here it is and here's all you need to do it yourself but if you want us to do it, let us talk about what we are going to need to achieve.

So what we're going to need to be successful into the activation phase which is P2. And this is where we're going to build the teams going forward and we are going to want to have access to the high potentials of the organisation. Now there's a degree of tension that occurs here because the high potentials in the organisation are those people that are highly competent that everybody gives work to and they're just able broken, another straw on their back makes a break again. We have to get the confidence for them to be assigned to us and we do that in 2 ways.

One is these are the people that should be given the development opportunity to work right across the organisation, have exposure to senior management and build their view of what the company should be in the future. The second reason why they should assign these people to work in our team is that we're going to significantly improve their capacity and capability. So if they're bending under work now and they feel that they've got too much work, we say to them by the time we're finished they'll be able to handle 3 to 4 times as much work with the tools and the trainings we'd give them in the future so they become significantly more capable with an increase capacity through this process.

This is something that needs to be discussed at this stage before we go into P2. We're now coming out of the boardroom, we're now going into the planning process and build a program team which is what P2 is, which we will explain at a later stage. Thank you.