



# Organization Design & Transformation Enablement

Aligning structure, roles, processes and capabilities to enable scalable transformation on AWS

Transformation exposes organizational misalignment and creates the opportunity for stronger execution.

As organizations modernize platforms, data, and AI on AWS, legacy structures, unclear decision rights, and outdated operating models create friction. Without intentional organization design, transformation initiatives stall, slow down delivery, and struggle to sustain change.

Organizational Change Management-led organization design that enables transformation to scale.

Caylent helps organizations design and evolve their structures, roles, and operating models to support cloud, data, and AI transformation. Through OCM-led organization design, we align leadership, governance, capabilities, and ways of working, ensuring transformation initiatives are executable, adoptable, and sustainable.

## Where We Can Help



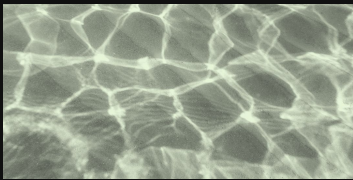
### Organizational Design & Operating Model

Design structures and operating models aligned to transformation goals.



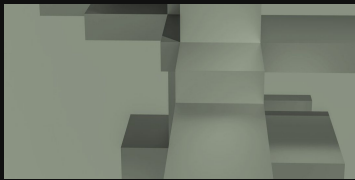
### Leadership Alignment & Governance Structures

Establish governance forums to guide and sustain transformation.



### Role Clarity, Accountability, & Decision Rights

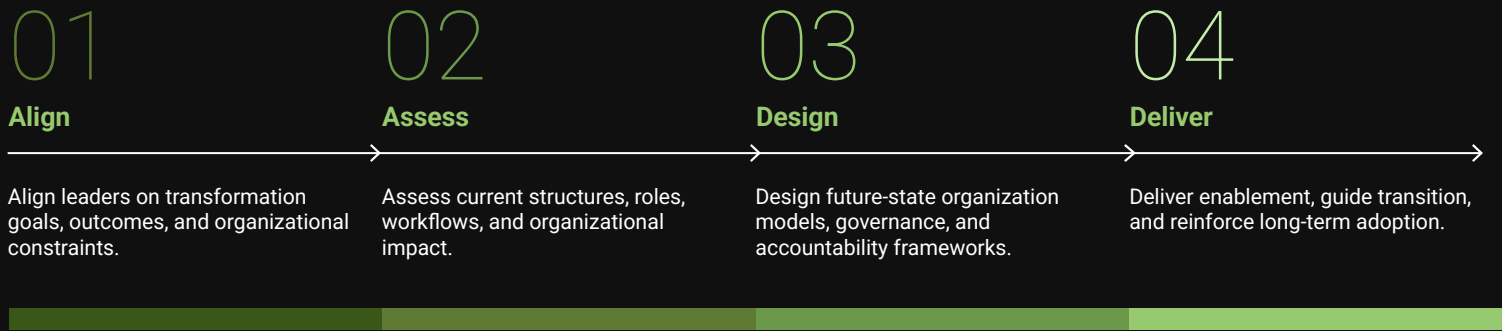
Define ownership, accountability, and decision-making across teams.



### Change Enablement & Adoption Planning

Enable leaders and teams to adopt new ways of working.

## Our Approach





## Deliverables

|                                           |                                                                              |
|-------------------------------------------|------------------------------------------------------------------------------|
| Organization & Operating Model Assessment | Evaluates current structure, roles, workflows, and transformation readiness. |
| Future-State Organization Design          | Defines roles, team structures, and operating models aligned to strategy.    |
| Accountability & Governance Model         | Clarifies decision rights, escalation paths, and leadership ownership.       |
| Leadership Enablement & Change Strategy   | Equips leaders to sponsor, guide, and sustain organizational change.         |
| Transition & Adoption Plan                | Supports teams through change and reinforces new ways of working.            |

## Customer Story

- Organization Design
- Transformation Enablement
- AWS Migration



### A Global Transportation Technology Company

#### Challenge

As a global transportation technology company modernized mission-critical systems on AWS, legacy organizational structures and unclear ownership created friction across teams. The scale and complexity of transformation required clearer roles, governance, and alignment to support new operating models.

#### Solution

Caylent applied OCM-led organization design, establishing accountability models, leadership forums, and change infrastructure. This aligned teams, clarified decision-making, and enabled the organization to adopt new operating models alongside its technology transformation.

Transformation only scales when organizations are designed to execute it.



Let's Get Started

No matter where you are on your journey, Caylent can help you quickly achieve your AI goals, from reinventing customer experiences and creating innovative new applications to massively improving productivity.

Whether you are looking to define a use case, create a roadmap, build a prototype, or implement a production ready solution, Caylent has a suite of offers tailored specifically to accelerate your goals.

Scan the QR code or click here to talk with our specialists

