

The Capability Mindset: A Spotlight On EMEA

THE PATH TO TRANSFORMATION EXCELLENCE

Building a repeatable transformation capability must address execution gaps, including the following:



Transformation projects are executed well within individual departments but lack an integrated, enterprisewide strategy



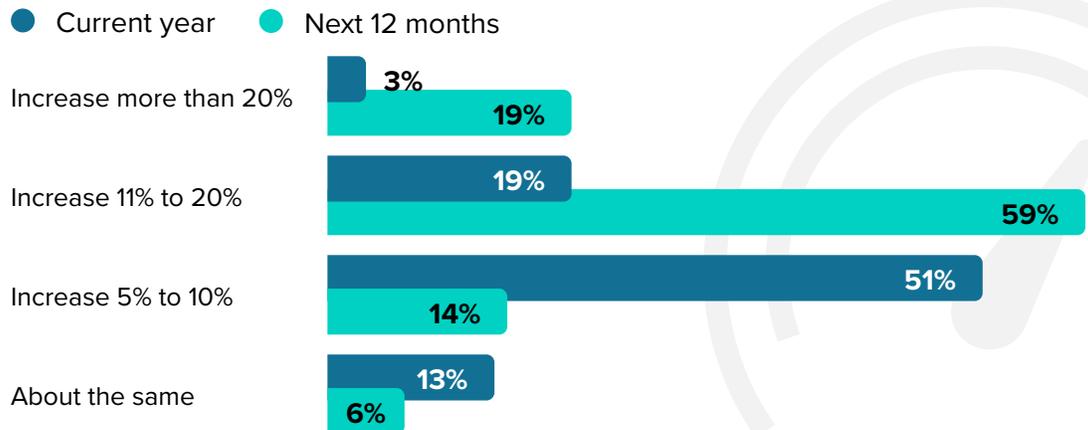
Disparate data sources and analytics tools lead to inconsistent, hard-to-trust insights



There is a lack of alignment between business and IT

TRANSFORMATION IS ACCELERATING

How **transformation investment** changed in the past year and is expected to change in the next year.



THE JOURNEY TO TRANSFORMATION MATURITY

Transformation is happening but few firms have made it repeatable and scalable.

- Beginner **40%**
- Intermediate **33%**
- Advanced **21%**
- Leader **5%**



BENEFITS OF DOING TRANSFORMATION RIGHT

Organizations that build a transformation capability expect to see real business impact, including:

- 71%** Increased ability to pivot in response to market shifts or disruption in the next 12 months
- 68%** Increased leadership alignment and accountability
- 68%** Faster upskilling and reskilling of the workforce
- 64%** Increased consistency and reliability in process execution
- 61%** Improved resource allocation and utilization

Base: 437 EMEA VP-level-and-above decision-makers for transformation strategy at companies with 5,000+ employees
 Source: Forrester's Q3 2025 Business Transformation Survey [E-64636]

[Read the full study](#)