

# The Capability Mindset: A Spotlight On MEE

## 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



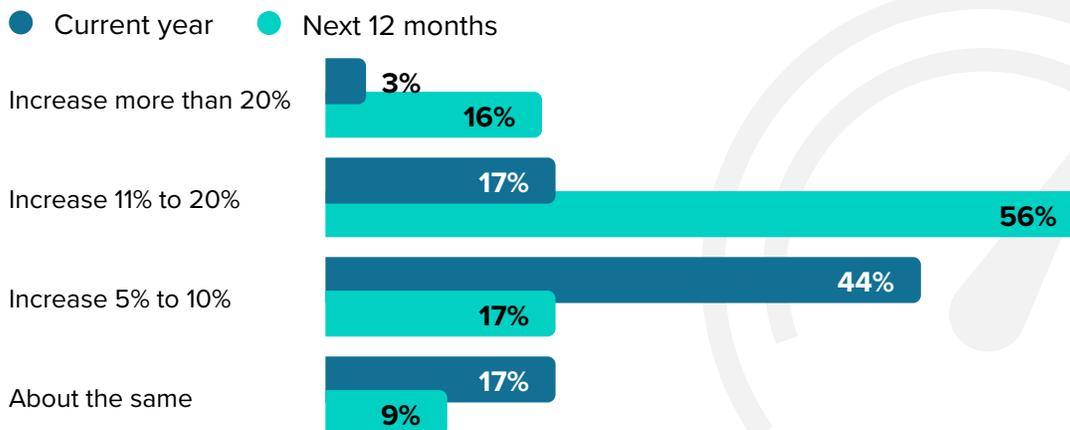
Disparate data sources and analytics tools lead to inconsistent, hard-to-trust insights



There is limited access to reliable, business-relevant data for transformation planning and execution

## 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 **44%**
- Intermediate **29%**
- Advanced **23%**
- Leader **4%**



## BENEFITS OF DOING TRANSFORMATION RIGHT

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

- 62%** Increased consistency and reliability in process execution
- 60%** Faster upskilling and reskilling of the workforce
- 59%** Faster execution of strategic initiatives
- 56%** Increased ability to pivot in response to market shifts or disruption in the next 12 months
- 56%** Increased leadership alignment and accountability

Base: 133 MEE 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](#)