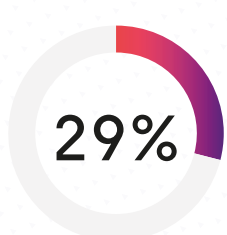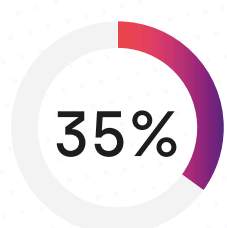# Two in five CEOs would rather QUIT than lead a large-scale workforce transformation

orgvue conducted research in September 2024 to explore senior executives' attitudes to change and risk in relation to organizational transformation. Here's what we found...

29% — Only **29%** of CEOs are willing to lead major restructuring initiatives for their organization

35% — **35%** of CEOs believe a lack of shared vision poses the biggest barrier to achieving successful transformation
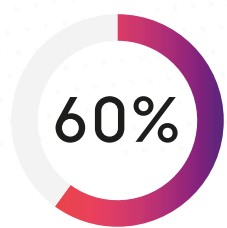
60% — **60%** of C-suite leaders think decisions about workforce transformation are driven by human emotion rather than rational analysis

CEOs have a **split personality** when it comes to transformation risk

Conservative CEOs

59% would rather relive the Covid-19 pandemic than make redundancies

Only **25%** willing to dismantle traditional hierarchies and management tiers

33% aren't willing to push transformation with other C-suite leaders

52% aren't willing to take the lead in deploying emerging technologies

Agile CEOs

97% willing to lead major restructuring projects

90% willing to make changes to address market pressures

64% would rather conduct layoffs than miss earnings targets

90% willing to take a continuous, iterative approach to transformation

A necessary **evil**?

As pressure in the modern business environment intensifies, C-suite leaders see transformation as **necessary to cut costs**.

$$$

74% willing to go through transformation to **save money**

78% prepared to make **radical changes** to address new market conditions

...but **61%** say they **don't give enough thought** to planning before jumping into a transformation.

> "Organizations are taking the **wrong approach to transformation**, creating anxiety around these large, arduous, risky projects that invariably **don't return the cost savings they promise**.
>
> Encouragingly, there's a cohort of CEOs that see transformation as a continuous, iterative process that **takes the pain out of organizational change and makes it more sustainable**."

- Oliver Shaw, CEO, Orgvue

How Orgvue can help

Orgvue is an organizational design and planning platform that empowers businesses to transform their workforce by understanding the work people do and the skills they have.

Our platform connects strategy to structure, providing clarity of vision, so you can build a more adaptable organization that thrives in a constantly changing world.

The world's largest and best-known enterprises and consulting firms use Orgvue to visualize and model current and future states of the organization and make faster, more informed decisions.

For more information, please contact:

+44 (0) 20 3633 1090 or **visit orgvue.com**