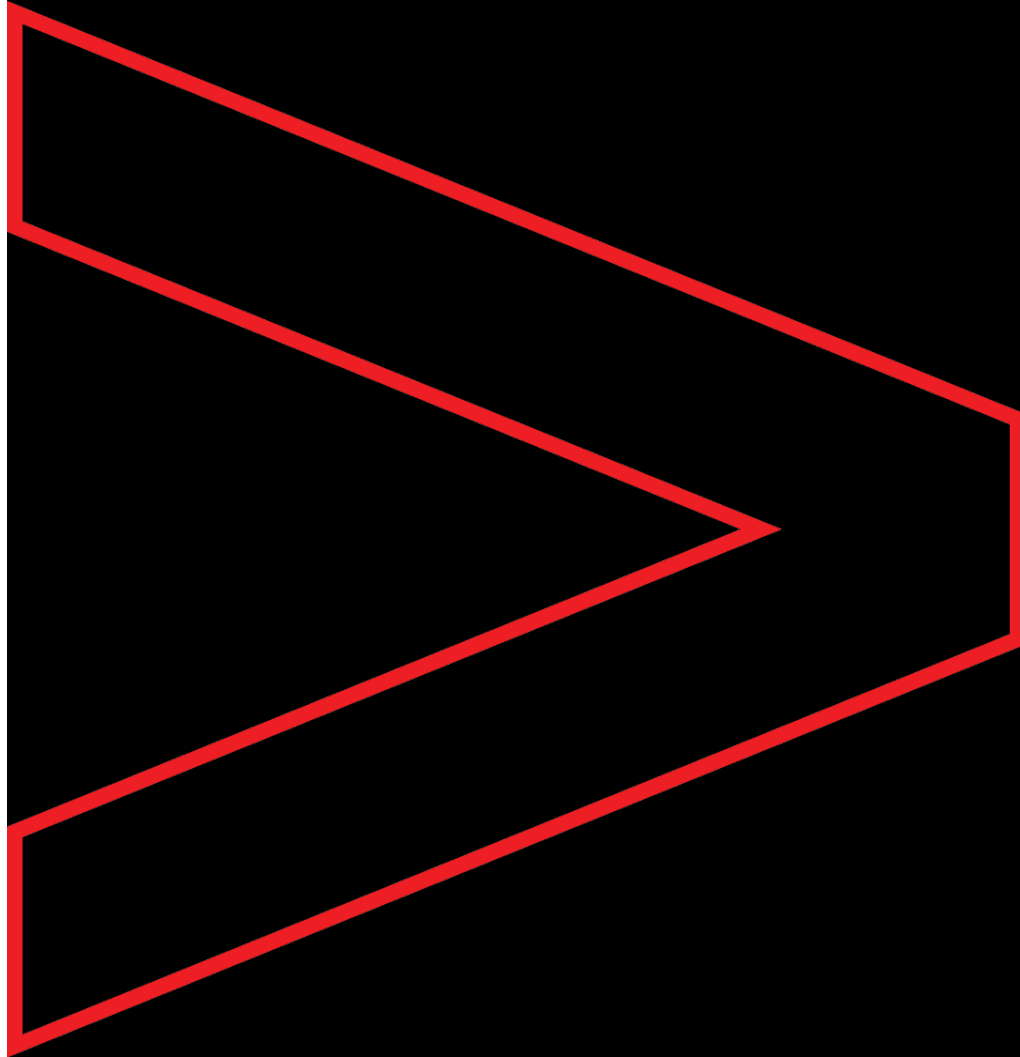


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ZBO: ZEROING OUT THE PAST

Strategy | Consulting | Digital | Technology | Operations

In the face of digital disruption, many organizations aren't moving fast enough to evolve capabilities and talent.

Forward-thinking companies are turning to **ZBO, zero-based organization**. It's an approach to designing the right organization from a clean sheet, and shifting talent to work that fuels profitable growth.

It starts with challenging the organization's ambition, choices and capabilities, then re-designing for "should-be" costs to create transformational savings, not just incremental reductions.

Reaping the benefits of ZBO begins with three fundamentals:

Be who you aspire to be.

ZBO is rooted in the future work routine. Do the pre-work of revisiting your strategy and be open minded to changing course.

Design from the outside in.

Bring a customer-first spirit to recreate the value chain.

Build it so they come.

Free up time and resources for the growth agenda through levers like automation, consolidation and reskilling.

Learn more about ZBO and designing for growth and profitability, with the full report:

ZBO: ZEROING OUT THE PAST

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