



Redefining possible.

# Leading Global Data and Technology Transformation

Building High Performing Organizations in an Era  
of AI and Rapid Change

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*Climate and performance expertise. When you need it.*



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# RWDI: A Global Climate and Performance Engineering Consultancy

- Global consulting firm, operating across multiple regions
- Deep technical expertise across engineering, science, and data
- Complex projects, high regulatory expectations, and diverse clients
- Growth driving the need for scalable data and technology foundations

# Leading Global Data & Technology Transformation

- AI is accelerating expectations faster than organizations can adapt
- Growth introduces complexity—often invisibly
- The challenge: scale globally without fragmenting data, culture, or systems

Growth

Complexity

Risk

Local Optimization

Global Fragmentation



## Why This is Harder Now

- From Growth to Complexity
- Global expansion  $\neq$  global alignment
- AI raises expectations faster than foundations mature
- AI doesn't just amplify capability—it amplifies structural debt

# Scaling Global Teams Without Slowing Them Down

A futuristic highway at night with a car driving away, surrounded by glowing binary code and light trails. The scene is illuminated with blue and orange light, creating a sense of speed and technology.

## **From Local Excellence to Global Performance**

- Business maturity and evolution challenges
- Duplication of tools, data, and effort
- Informal networks carrying critical knowledge

## **What's Working**

- Evolving governance and
- Broad data and AI literacy across roles
- Reviewing technology and platform capabilities
- Communications



# Culture is the Hidden Architecture

## Alignment Before Acceleration

- Most transformation challenges are cultural—not technical
- Misalignment slows delivery and erodes trust
- Data and AI demand shared understanding

## How Alignment is Being Built

- Clear principles for data and AI use
- Using existing process and delivery rhythms and seeking where best to enhance these
- Trade-offs explicitly named and managed
- A Strong Communications Strategy

# Making Future-Ready Technology Choices

## Digital and Data Pillars

Resource Capability	Digital and Data Governance and Executive	Integrated and Interoperable Technology	Human Centered Design Thinking	Digital Product Management Principles	Strategic and Targeted Innovation
We will unify our understanding of digital and data, and ensure we have both the right capabilities and sufficient resources to take us where we want to go.	We will set standards, processes, policies and clear accountability that make execution easier and unleashes the power of our data.	We will break down technology and data silos so our systems can both share and unlock the potential of our data.	We will understand our users, their journey and the ecosystem they play in using data and user feedback to help us improve processes, services and products.	We develop unique datasets and capabilities that competitors cannot easily replace. We apply product management principles ruthlessly to ensure products deliver continued revenue growth.	Our innovation is targeted and focused on markets and operational needs that drive real revenue growth, cost efficiency or capacity.

**Shift the question from “what tools should we buy?” to “what capabilities must we reliably deliver?”**

**Design for:**

- Interoperability
- Scalability
- Longevity
- Platform-based architecture
- Use-case-driven AI and Copilot pilots
- Extensible, cloud-first design

# What High-Performing Organizations Do Differently

## Key Lessons from RWDI's Journey, So Far

- Invest in foundations before scaling AI
- Design governance to enable teams
- Treat culture, data, and technology as inseparable
- Build transformation as a continuous capability

**The real competitive advantage isn't technology—it's how well an organization evolves together and the experiences that are created because of that.**



Thank You!

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