

TRANSFORMATION

WHEN THE

STAKES ARE HIGH

Getting to a high performing, data-aware culture - in one piece



Edafe Onerhime

Data + Design + Culture

17 March 2022

WE LIVE IN INTERESTING TIMES



WHO AM I?

Hello

my name is

Edafe

my pronouns are

she/her

**I'm passionate about data
Leadership**

**I'm a technologist and
data specialist**

**I lead data governance in
a global financial
institution**

<https://name.pn/edafe-onerhime>



DISCLAIMER



Twitter **@ekoner**
LinkedIn: **ekoner.**

WHAT DOES THIS MEAN?



Data?
Data Governance?
Transformation?
High Stakes?

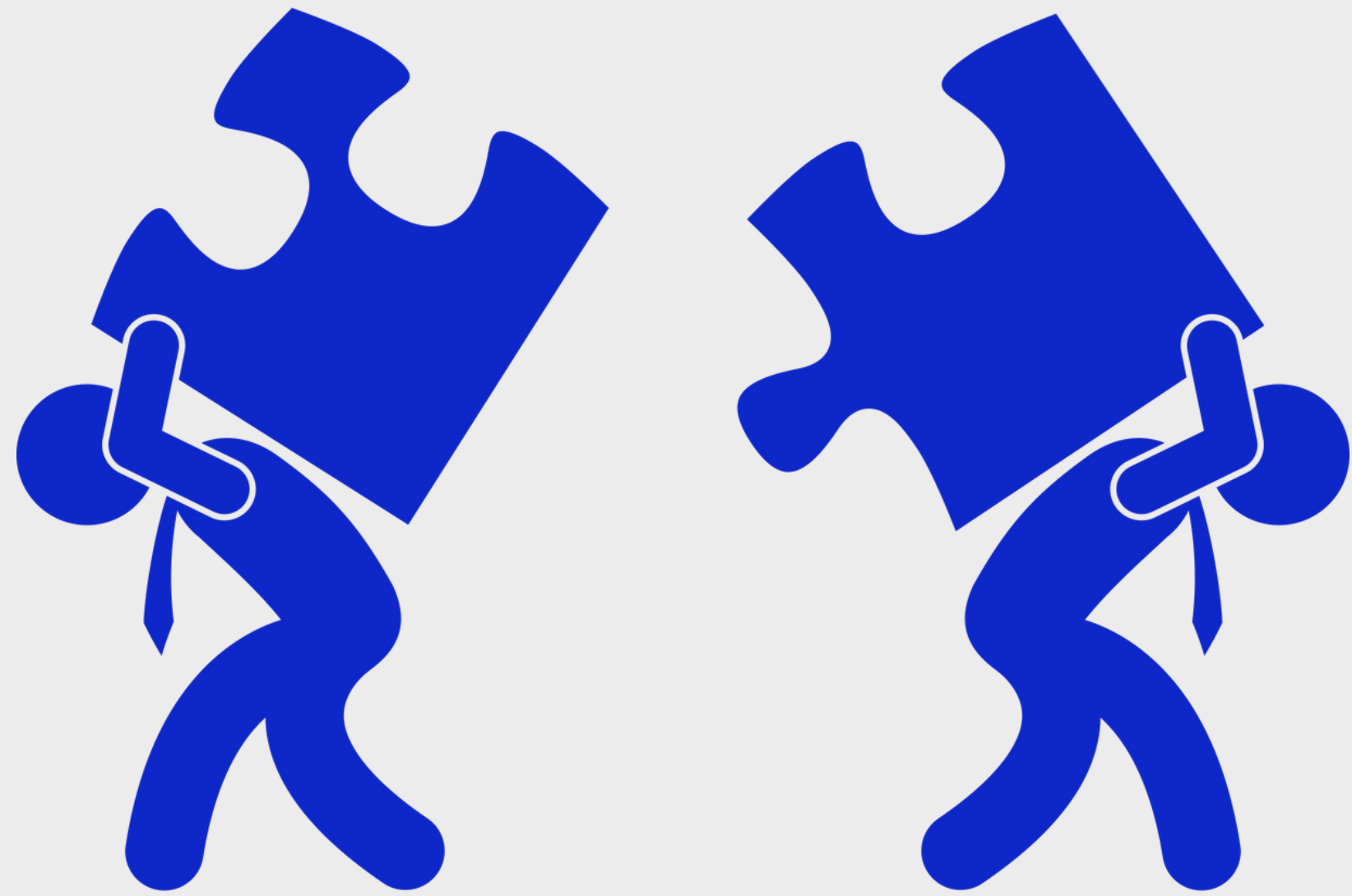


DATA



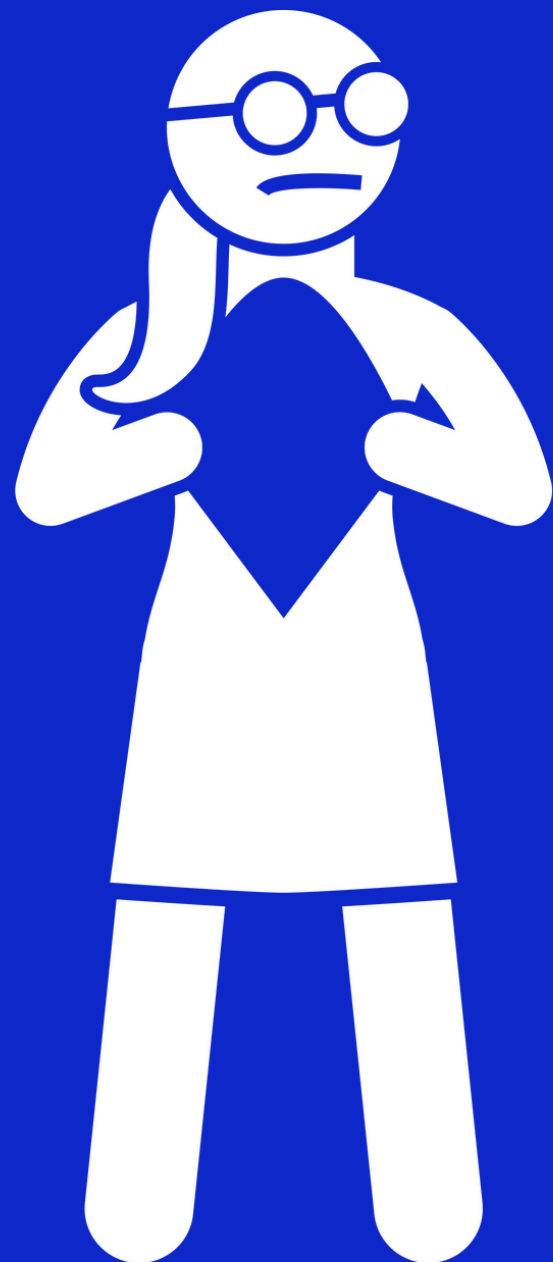
Stored and
Processed Facts,
Numbers, Text, Bits

DATA GOVERNANCE



Planning,
Oversight and
Control of Data

TRANSFORMATION



To Make **Radically**
Different

HIGH STAKES



Involving Serious
Risks In Case of
Failure

WHY DOES
ANY OF THIS
MATTER?



THE COST OF TRANSFORMATION - DATA AND AI

99%

Fortune 1000
Investment

29.2%

Transformational
Outcomes



HIGH PERFORMING TEAMS

- Consistent delivery
- Aligned, diverse, inclusive
- Trust and respect
- Communicate and adapt well
- Engagement, healthy conflict, communication
- Psychological safety for innovation, agility, decision-making

DATA-AWARE CULTURE

- Cultural alignment
- Operate with trust
- Democratic access to data and insights
- Agile use of data to support decision-making
- Able to read, understand, interpret, find, and argue with data – data literate

HOW CAN WE DO BETTER?



Move fast, don't break things (or people)



Plan for alignment, alignment, alignment



Review, reflect, recharge



Be proactive, not reactive



Look at high stakes as an opportunity to experiment - learn, grow, and transform.

THANK YOU!

Twitter **@ekoner**
LinkedIn: **ekoner.**
Website: **ekoner.com**