



MCA Awards 2018 Highly Commended

Change Management Consultant of the Year

Peter Madden, Arcadis

When Arcadis made the decision to change from a portfolio consulting firm to an integrated, global enterprise, it needed an experienced change management consultant to lead it.

Peter Madden was selected because of his successful record of managing complex change over a thirtyyear career and his strong academic background in change leadership in the areas of social and economic infrastructure, technology and business transformation. He has been published, teaches at Said Business School, University of Oxford and lectures in the UK and internationally.

Peter's latest challenge (used here as a case study) illustrates why he would make a worthy winner. Known as the Arcadis Way, Peter gave life to a programme of 19 inter-dependent projects to deliver a highly complex and contested, 'end to end' business transformation which touched every function and individual over a period of fourteen months. Arcadis UK consisted of five legacy organisations and 4,000 people in consulting, design and engineering. The adoption of the Arcadis Way necessitated significant behavioural change and the adoption of 23 best practices using the Oracle suite as the Enterprise Resource Planning (ERP) platform.

The programme's success is directly attributable to Peter's strong leadership. It is the latest in a long line of successfully delivered change projects and programmes which is why Peter would be a worthy winner and why his own team would be equally delighted.