



akahai | STRATNAV
strategic navigation for organizational change

**ENTERPRISE CHANGE.
HUMAN FOCUS.**

The Service **We Provide**

Change is constant — but most organizations aren't prepared to lead it. Whether implementing new systems, reorganizing teams, or transforming operations, success hinges on clear decisions, aligned leadership, and proactive strategy.

Organizations often assign cross-functional teams to lead impactful change — but those teams are frequently too stretched or siloed to develop effective strategies that drive lasting impact.

Akahai STRATNAV bridges the gap.

We guide organizations through every stage of change — with clarity, structure, and momentum.

Akahai STRATNAV identifies gaps, drives key decisions, and develops the playbook to drive success.

Ready to experience **better, faster, and more impactful** decisions with your strategic enterprise change?

Align & Navigate for Impact

- ✳ Implementation Readiness
- ✳ Operational Efficiency
- ✳ Restructure & Realignment



Implementation Readiness

Most implementations don't fail in execution — they fail in preparation.

Enterprise implementations stall for the same reasons: misaligned teams, unclear decisions, and last-minute scrambling. Many assume their vendor will guide them — but vendors deliver what was sold, not what your team needs to lead the change.

57%

fail due to inadequate preparation of teams impacted.

74%

of implementations run over budget, behind schedule, or fail before go-live.

80%

of executives admit they didn't prepare their people enough.

Akahai's Solution:

We align people, priorities, and decisions **before** implementation begins — so your new system doesn't just go live, it delivers real value from day one.



Readiness Workshops: Build alignment before change

We prepare cross-functional teams & leaders to identify critical decisions, align on vision, scope, and success measures - surface risks before they ripple. We build a shared roadmap to lead the change



Execution: Stay aligned when pressure hits

Our Embedded Consultants stay engaged through execution — serving as the connective thread that keeps teams aligned, decisions clear, and momentum steady from kickoff through go-live.

Why It Fails Without Preparation:

- ✳ Teams build in silos — or stall entirely
- ✳ Vendors can't move forward without decisions
- ✳ Leadership misses key decisions that become late blockers
- ✳ The system launches, but adoption lags and trust erodes

Why Akahai Works:

- ✳ We've sat on all sides of the table — vendor, customer, and internal sponsor
- ✳ We bring structure, calm, and clarity before the chaos starts
- ✳ We prepare your team to lead the change — not just survive it

5x

more likely to hit go-live deadlines

1.5x

more likely to stay within budget

6x

more likely to meet or exceed objectives

"Most change falls short — not from lack of effort, but from a lack of preparation for the people leading it." — Akahai STRATNAV

The Results:

- ✳ Faster time-to-value, and adoption that sticks
- ✳ Clearer decisions at every stage of enterprise change
- ✳ Cross-functional alignment before the project even begins
- ✳ Fewer delays, less rework, and fewer missteps caused by misalignment

Every enterprise change is a marathon. Show up unprepared, and you'll feel it by mile three. We build the alignment, clarity, and stamina your teams need to go the distance.

Train before the race - Talk with the Akahai STRATNAV team about preparation options.

Operational Efficiency

When work feels harder than it should - it usually is.

Processes that once worked now stall progress, drain morale, and hide behind busywork. As companies grow, layers of workaround, rework, and role confusion creep in — slowing everything down. Most teams know it's broken. They just can't name where, or why.



31 Hours

31 hours each month are lost to unproductive tasks. Employees are spending nearly 4 workdays each month chasing clarity.

Chasing clarity costs more than time—it drains energy, focus, and trust.

How We Help

We dig beneath the surface to find what's really slowing teams down.

We document the friction, measure its impact, and co-create new ways of working that restore flow and clarity across the enterprise.

Our approach includes:

- ✿ Discovery sessions with teams closest to the work
- ✿ Mapping workflows, dependencies, and breakdown points
- ✿ Identifying duplication, bottlenecks, and missed handoffs
- ✿ Redesigning how the work gets done—without losing momentum

Whether your change requires broad alignment, targeted process repair, or embedded guidance through redesign, we meet your team where they are — guiding them forward.

Akahai's Solution

- ✿ Inefficiencies that slow growth and frustrate teams
- ✿ Broken processes masked by people working overtime to compensate
- ✿ Misaligned priorities across leadership and delivery
- ✿ Siloed functions, unclear ownership, and conflicting tools

Why Akahai Works

We don't just fix workflows — we help teams believe in them again. We listen for what's unsaid, measure what others overlook, and guide redesigns that reduce friction and rebuild momentum.

"Progress isn't just what gets done—it's what gets believed, adopted, and sustained."
— Akahai STRATNAV

The Result

- ✿ Clarity that restores trust in how work gets done
- ✿ Teams spending less time fixing the system, more time moving the business forward
- ✿ Processes that scale with growth — instead of breaking under pressure
- ✿ Measurable gains in performance, adoption, and energy

If the work feels heavier, slower, and harder than envisioned — that's process friction.

We uncover what's dragging your teams down and rebuild flow that scales.

Ready to remove the friction? Talk with the Akahai STRATNAV team.

Restructure & Realignment

When the pressure rises, clarity isn't optional — it's leadership.

Restructures are more than operational—they're moments of pressure, visibility, and risk. When companies pivot, consolidate, or downsize, leadership is tested. Decisions come fast. Alignment slips. Teams lose clarity, and credibility is on the line.

80%

of reorganizations fail to deliver intended value

44%

of companies restructure again within two years

"Restructures aren't just operational — they're a test of leadership. We partner with executive teams to lead with clarity, empathy, and structure — when it matters most." — Akahai STRATNAV

How We Help

We don't just support leadership — we move with them. Akahai partners directly with executive teams to shape the strategy, lead the messaging, and guide the organization through high-stakes change — without losing momentum.



Readiness: Build alignment before change

We guide leaders through structured workshops that surface must-make decisions and unknown risks, clarify direction, and unify the team before any moves are made.



Execution: Stay aligned when pressure hits

We embed within leadership to manage communication, resolve friction between functions, and keep change moving forward — with fewer blockers and less rework.



Leadership: Steward the change at the top

We advise executives throughout pivots, integrations, and layoffs — ensuring the right decisions land clearly, credibly, and with the support of the people impacted.

Akahai's Solution

- ✿ Structural misalignment that slows decisions or disconnects teams
- ✿ Executive or leadership transitions that fracture clarity
- ✿ Cultural and operational breakdown during M&A or consolidation
- ✿ Organizational change that outpaces communication and alignment

Why Akahai Works

We guide leaders through high-stakes transitions with clarity, structure, and calm. We ensure alignment holds, decisions land, and change moves the organization forward — not backward.

The Result

- ✿ Clear roles, direction, and communication across functions
- ✿ Alignment at the top — and momentum that cascades
- ✿ Reduced confusion, stronger trust, and real change momentum
- ✿ A plan that guides action—and brings people with it

Your reorganization is high-stakes, high-visibility, and high-impact.

Lead the change — clearly, calmly, and on purpose. Partner with Akahai STRATNAV.

The background of the top half of the page is a photograph of two paper boats on a body of water. The boat on the left is yellow and the one on the right is white with blue grid lines. Both boats are reflected in the calm water below them. The sky is a soft, hazy blue.

CHANGE IS INEVITABLE. READINESS IS A CHOICE.



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Why "Akahai"?

'Akahai' [ah-kah-hai] is a Hawaiian word meaning kindness, patience, and grace — one of the five pillars of aloha. It reflects our belief that real transformation happens when people feel seen, supported, and steady.

Akahai STRATNAV was built by people who've led through real change — on the front lines of enterprise shifts, in the messiness of growth, and in the quiet resolve of long-distance endurance. We bring structure, empathy, and presence to every engagement — guiding teams through pressure, across functions, and toward clarity that holds.

Akahai is more than our name — it's the compass for how we work.