



# Looking for a better way of working in the cloud?

**Start with the model answer.**

How KPMG's Target Operating Model  
can help – A guide for CXOs.

2020

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# Fuel your business functions with the KPMG Target Operating Model

The KPMG Target Operating Model may sound like something for your business analysts to sink their teeth into, but it's something we believe the CXO must embrace to secure a better and more strategic functional transformation to the cloud.

There are many challenges during a functional transformation program (eg. finance, HR) – none more so than envisioning what you can achieve and validating that it will work for your organisation.

KPMG's Powered Enterprise transformation approach guides you through your end-to-end transformational journey. At the heart of it, the KPMG Target Operating Model shapes your business transformation and maps out the optimum way you can operate in the future and the potential consequences of the decisions made along the way.

Its real power is to help you get to a better result by starting with a 'model answer' developed for your chosen cloud platform. It helps you

to have a vision of what good looks like and to understand the art of the possible for that particular platform, which in turn promotes best-practice.

Plus, there may be an opportunity to reduce a typical project duration by 30-50 percent, increase certainty and clarity of outcomes in what the organisation can achieve, reduce risk from a holistic business perspective, and obtain return on investment sooner. So, it is worthwhile understanding the fundamental role the KPMG Target Operating Model plays.

# The KPMG Target Operating Model

## What is it and why is it important?

The initial stages of your transformational journey have the most profound impact on your ultimate outcome. It is during this stage that the big decisions are made and the place you are trying to end up is determined. The quality of the outcome is a direct function of how clearly you understand where you are trying to go. CXOs should be the driving force for the vision, but you need a starting point to work from. That's where KPMG's Target Operating Model can help empower you to move to a 'best in class' vision.

Part of the problem with 'traditional' target operating models that aim to get you there (where they exist) is that they are often not comprehensive enough in scope. If they only cover the traditional process-people-technology relationship, they can miss where the work will get done, how it will be reported and measured and how it will be governed and controlled.

For a successful project, all these factors need to be taken into account. **Service delivery, performance insights and governance** can no longer be an added after thought – they're too important for that, plus, they form a critical part of any transformation plan. Your stakeholders need to think through all these areas as an integral part of the transformation to get the complete picture.

# You need a detailed answer so, within the KPMG Target Operating Model we include these six 'layers':



**Process:** This frames your world. Everything that happens is part of a process.



**People:** Who does what, the reporting lines, required skill sets, roles and responsibilities.



**Service delivery model:** What will get done and where. Identification of what capabilities are delivered and how.



**Technology:** The environments, applications and integrations that enable and automate process.



**Performance insights and data:** What will be reported and how. Defines the information requirements, KPI framework, structure and master data governance to drive business insights and optimised decision making.



**Governance:** How it will be overseen. Defines segregation of duties, internal controls and policies that should exist.

Understanding how all six components of your Target Operating Model relate to each other is key to creating an integrated and highly functional solution. It provides unparalleled visibility of each potential change and their corresponding consequence.

By comparison, typical technology-led transformations provide limited scope and depth resulting in less forward thinking and unforeseen consequences.

When transforming a part of your business, what are the outcomes you seek? You're looking for a successful transformation to functional leading practise to achieve specific business benefits.

There's no need to limit your ambition. Cloud platforms offer a level of functional process support that businesses need to modernise their operations, together with the opportunity to replace legacy systems and make significant cost savings.

We know that member firm clients can take a significant step into a

better place by implementing a cloud platform, but not necessarily the step change the business (and the investment case) demands. Successful implementations are not just about plugging the old ways of working into a new cloud solution

centric, output-focused approach based on a deep understanding of how transformation works within, and across, an enterprise.

It does this by building on the excellent work of the wider functional and specialist practices

across the KPMG network of member firms to help you envision your model, on your chosen cloud platform (or a short-list of cloud platforms), for your particular business. This is why we – and you – can be so confident of the outcome and the value potential it brings.

The KPMG Target Operating Model presents you and your team with pre-designed leading-practice

solutions that help you to achieve better outcomes in a more-timely manner, with less cost and lower risk.

These technology solutions can help to break the chicken-and-egg cycle of firstly not knowing where you want to get to because you don't know what's possible and, secondly, not knowing what's possible for your particular organisation because you can't visualize the end state in enough detail.

# Understanding how each of the layers are interrelated is critical for a successful business transformation.

– that could potentially lead to immediate failure. Instead, it should be about supporting an ambition for industry leading-practice, top-decile performance, or any other priorities the business function might have.

The goal of the KPMG Target Operating Model, in short, is to turn a potentially standard cloud implementation project into a dynamic functional transformation. The KPMG Target Operating Model provides a business-



# What is in it?

**Six layers, the model answer specific to individual cloud platforms, and so much more...**



## KPMG Powered Enterprise. Start with the model answer and deliver your transformation vision in the cloud.

The real strength of the KPMG Target Operating Model is what is inside. Across the six design layers: **functional process, people, service delivery model, technology, performance insights and data, governance**, KPMG member firms have preconfigured a deep asset base that incorporates leading practices and the significant experience with clients.

### How is it deployed?

Operating model layer	What's inside
<b>Process</b>	Hundreds of predefined processes for Finance, HR, IT, Customer Operations, Procurement, Supply Chain, Cyber and Risk
<b>People</b>	Organisation and job definitions with process connections
<b>Technology</b>	Reference cloud architecture, pre-built integrations, pre-built conversions and thousands of test scripts
<b>Performance insights and data</b>	KPI's, process performance indicators and enhanced reporting, beyond the vendor supplied reports to satisfy your organisation
<b>Governance</b>	Risks and internal controls for every process, plus segregation of duties reference and policy identification
<b>Service delivery model</b>	Shared service center, centers of excellence and outsourcing operating models, to optimise service delivery

**Each asset can be thought of as a collection of solution accelerators comprised of hundreds of predefined or prebuilt processes.**

Each asset can be thought of as a collection of solution accelerators comprised of hundreds of predefined or prebuilt processes, workflows, definitions, integrations, reports, dashboards and even training programs.

This combination of assets paves the way for achieving functional excellence because it is designed for the target platform, broad ranging and works in mature, complex organisations.

Depending where you're at and where you want to get to, our skill is to help you to decide what combination of assets need leveraging to design your optimised business function and to guide you through the potential changes that can arise from decisions you make relating to any of the six layers.

# How it works

## We see what's possible.

KPMG professionals can create a tangible and implementable answer that aligns to your strategic vision and goals.

In KPMG member firms' experience, many clients don't even know where they're currently at, let alone what's possible and where they could get to. So, we use empirical data and benchmarking to map this potential transformation, then to measure how successful it has been.

We also use LEAN concepts together with activity and data analysis to support the process and create an environment where the business can learn to exploit technology such as RPA and AI to make the most of what they offer.

You could think of it as the fusion point between KPMG's functional process capabilities and change management expertise with the capability offered by market leading cloud technology platforms.

There are significant change management benefits of using the KPMG Target Operating Model to provide a complete picture of the model end state. Not least in communicating where you are going. Programs continue to fail in managing the human factors of change management and the employee experiences, they are far too often relegated in importance or postponed.

The KPMG Target Operating Model allows you to take the organisation forward in a concerted and purposeful way.

Finally, you won't need to stop innovating. The possibilities are continually evolving within the KPMG Target Operating Model, helping sustain the advantages you are creating.

# Conclusion

## What does this all mean?

Functional transformation can be difficult. Trying to standardise and move to the cloud is challenging. You should by now have gained the impression that there's quite a lot to it.

We believe that the KPMG Target Operating Model is a well thought through solution that's designed to help make the visioning and validating of a functional transformation more complete and get you to a better place, faster. In turn, we know from experience that this can lead to better outcomes and to lower risk.

It can lead to better outcomes because it has 'what good looks like' for everything you may need, including internal controls, technology specific process flows, built-in integrations, all based on a leading practice for your chosen cloud technology platform. It adds additional value over and above this (for example) by providing additional assets such as extensive reports and dashboards.

It can lower risk because of its rigor – stakeholders can see to where they are heading at every step – and therefore reduces the likelihood of blind alleys, misunderstandings and surprises.

By working with the KPMG Target Operating Model for your particular business function, you can overcome the traditional shortcomings of a complex cloud transformation project and elevate from where you are now, to where you need to be.

But it's more powerful and leads to even better outcomes when there is CXO leadership involved. KPMG professional have seen this at global organisations across all industries. The KPMG Target Operating Model is a truly strategic approach to transformation that offers the agility for dynamic evolution towards a new reality. This is not a legacy to discard in 5 years' time, because what you build today is a solid foundation and context for what you may need tomorrow.

KPMG's clients have now been able to maintain growth with a clear understanding of the consequences to the business based on better decision making and deeper customer insights. Organisation wide standardisation of back-office operations has led to efficiencies, reduced cost and risks, through the exploitation of technology. Importantly, the KPMG Target Operating Model is designed to offer timely results without compromise in the quality of the business transformation.

Think of the KPMG Target Operating Model as your transformation guide, helping you and your team to get where you want to be, whatever the terrain under foot!

**Functional transformation can be difficult. Trying to standardise and move to the cloud is challenging.**

**If you don't want to miss out on the best possibilities start with the model answer.**

# Contact us

To find out more about the KPMG Target Operating Model and KPMG Powered Enterprise go to:

**[kpmg.com/au/powerenterprise](https://kpmg.com/au/powerenterprise)  
[powerenterprise@kpmg.com.au](mailto:powerenterprise@kpmg.com.au)**

## **Frank Chow**

**Powered Enterprise Target  
Operating Model Architect**

T: +61 2 9335 8602

E: [fchow@kpmg.com.au](mailto:fchow@kpmg.com.au)

## **Gerard Vigneron**

**Partner, Management Consulting**

T: +61 3 9838 4363

E: [gvigneron@kpmg.com.au](mailto:gvigneron@kpmg.com.au)

**[KPMG.com.au](https://kpmg.com.au)**

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