

BEST TRANSFORMATION STRATEGY

WINNER

ONEADVANCED

OneAdvanced has redefined what organisational transformation can achieve. Its bold Revive Our Culture strategy has unleashed human potential and accelerated business growth, creating a blueprint for how people-led change can deliver measurable, lasting success.

As a major provider of business-critical software, OneAdvanced supports organisations across essential sectors. Wanting to reignite a culture where people thrive and performance excels, the company, under the leadership of its chief people officer, re-engineered every aspect of its people and culture strategy.

HR at OneAdvanced evolved from a compliance-driven function into a trusted, commercially focused partner at the centre of decision-making. The approach was co-created with employees, grounded in data, and aligned with commercial outcomes.

At the heart of the transformation was investment in people. OneAdvanced launched SkillsHub, an on-demand learning and development platform that saw 51% of employees complete non-mandatory courses, exceeding sector benchmarks of 30%. A new performance framework ensured that 95% of employees now have measurable goals directly aligned with business priorities (previously, 61% had no defined goals).



Employee engagement reached 76%, while the eNPS rose from -10.5 to -2.7 within a year.

Commercially, the transformation delivered exceptional results. Annual recurring revenue for software increased by 51%, and bookings rose by 31%, more than double OneAdvanced's historic growth rate. These achievements demonstrate the tangible commercial value of a people-led strategy.

Culturally, OneAdvanced has transformed from fragmented to unified, from reactive to proactive, and from compliant to strategic. Its people are empowered, its leaders confident, and its purpose shared. As one board member remarked: "Since the arrival of our chief people officer, the step-change in culture, leadership and delivery has been remarkable."

Judges commended the depth and breadth of the strategy, the genuine impact achieved, and the clarity of OneAdvanced's vision in delivering transformation through people.

Today, OneAdvanced is a vibrant, future-ready organisation where people, purpose and performance move in unison. Revive Our Culture has proven that when capability, culture, and ambition align, transformation becomes more than a strategy; it becomes a movement. Human at its heart, data at its core, and growth as its legacy; this is transformation done right.

SHORTLISTED

- Bidvest Noonan
- CBRE GWS
- London School of Economics and Political Science
- Mundipharma
- Paysafe
- Sonia Mooney Signature Solutions in Partnership with The Royal United Hospitals Bath NHS Foundation Trust

Technology and data were the backbone of progress. More than 200 automated metrics provide real-time visibility into organisational health, performance, and culture, shifting decisions from

anecdotal to evidence-based. The people function's maturity score rose from 1.22 in January 2024 to 2.89 in March 2025, proving the tangible impact of strategic alignment, capability building, and modernised infrastructure.

Communication and engagement were also central to success. Initiatives such as 'Ask Simon Anything' CEO sessions, open reporting of employee Net Promoter Score (eNPS) results, and 'You Said, We Did' updates fostered transparency and trust. Culture champions and inclusion networks gave employees a voice in shaping change, embedding co-creation as a permanent feature.

The results were outstanding.