Change Management Compass 2025

03/02/2025 How to build strong foundations for business success in times of turmoil.

The year 2025 will be characterized by a highly volatile environment for top executives, especially in German-speaking European countries. As the third-largest economy battles recession, geopolitical conflicts loom on the horizon with repercussions yet unknown. Leaders face mounting pressure to protect critical business KPIs, ensure flexible reactions to changing circumstances, and make fundamental strategic decisions. Yet, in this challenging economic climate, most companies fail to transform their businesses to meet future demands. Fortunately, top executives don't have to remain passive bystanders amid turbulent markets and global instability. By taking the right actions to engage and mobilize their teams, companies can emerge stronger and more resilient from these challenges.

For the third time, our biennial Porsche Consulting Change Management Compass examines the root causes behind these issues. The 2025 edition also highlights the most effective strategies leaders can use to drive transformation and achieve excellence. This study is designed as a practical guide for forward-thinking decision-makers, helping them navigate uncertainty and secure long-term business

success in a world of constant disruption.

Read the study in full length: Change Management Compass 2025

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