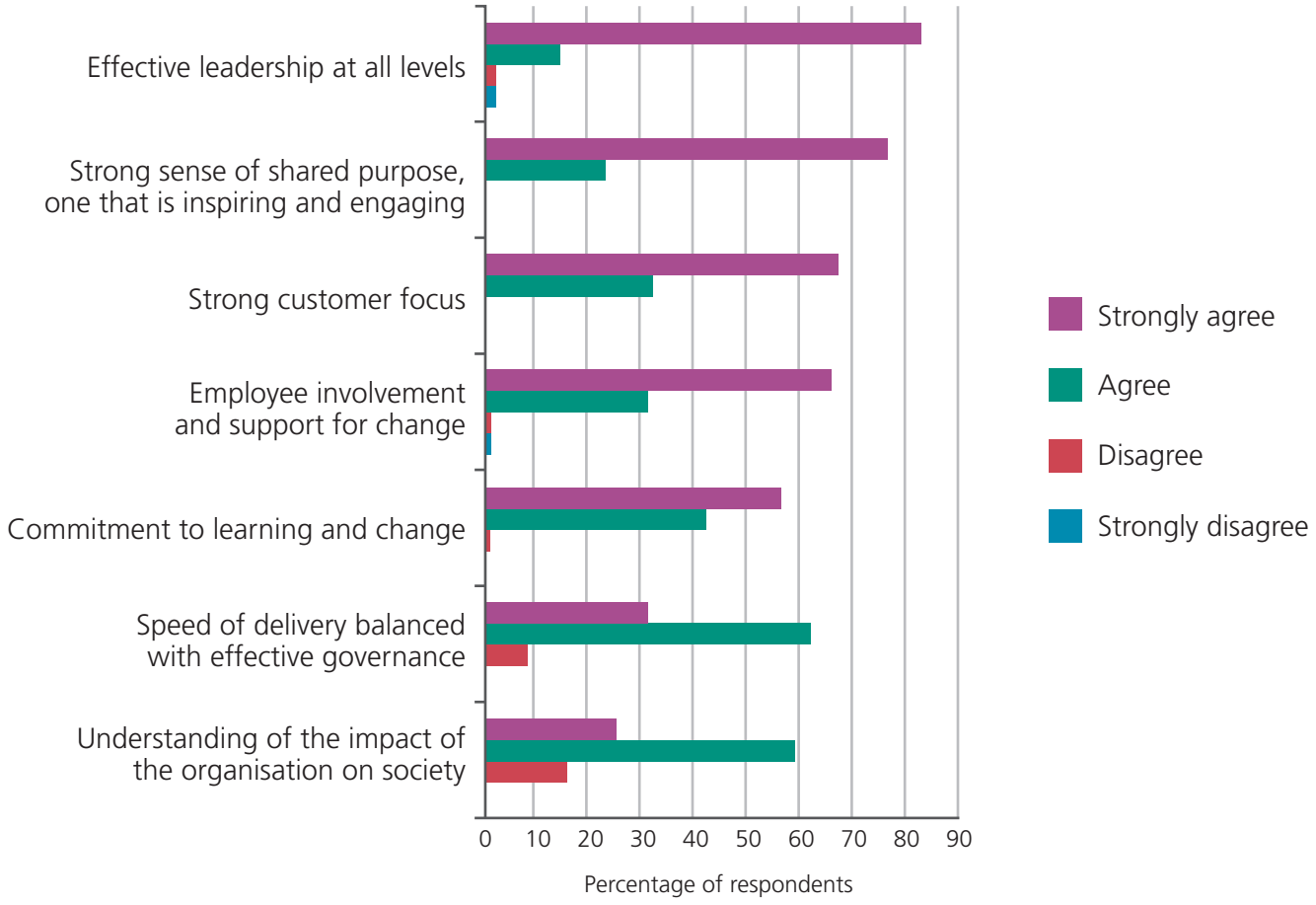Figure: The capabilities organisations need to rapidly respond to change