

## Measuring Transformation Progress

### Description:

A course in the application of the METRIC™ Model and other transformation measurement tools for the purposes of determining whether the organization is transforming, how quickly, and for identifying where programs and projects must adapt in order to further transformation progress.

### Durations:

- 6 hours instruction
- 2 hours exercises
- 45 minutes lunch
- Two 10 minute breaks adjacent to exercises

### Materials:

- Continuous Transformation Management™ Framework Primer Book
- Day Four Course Slide Deck
- CTM Toolkit
- Student Online Portal

**Syllabus Cross References: MTP001 to MTP023**

**Pre-requisites: Introduction to TOP and CTM video**

**Exam Percentage: 15%**

**Class Size: 3 to 6**

### Learning Outcomes:

1. Understanding of the transformation measurement techniques available within the CTM Framework
2. Ability to apply each of the transformation measurement techniques
3. Knowledge of how to back-out programs and projects that are not delivering transformation progress
4. Ability to reset off-track transformation programs and projects to achieve transformation outcomes targeted

### Learning Blocks

8:30 to 10:30	10:45 to noon	12:45 to 2:15	2:30 to 4:30
Introduction to the METRIC Model	How METRIC is Used in TOP Programs	The relationship of the METRIC model to Transformational Identifiers	Backing Out to the Last Point of Transformation Integrity
Exercise 1 – METRIC Language Exploration	Exercise 2 – Using the METRIC Template	Applying Transformational Identifiers Over the Continuous Transformation Lifecycle	Exercise 4 – Backing Out a Transformation Program
Applying the METRIC Model to Programs and Projects	Introduction to Transformational Identifiers	Exercise 3 – Using the Transformational Identifiers Tool	

### Exercise Format & Learning Objectives

Exercise 1 METRIC Language Exploration	Exercise 2 Using the METRIC Template	Exercise 3 Using the Transformational Identifiers Tool	Exercise 4 Backing Out a Transformation Program
<ol style="list-style-type: none"> <li>1. Groups of 3 to 5</li> <li>2. Discuss</li> <li>3. Examine the word descriptions associated with the METRIC Model and their possible interpretations</li> </ol>	<ol style="list-style-type: none"> <li>4. Groups of 2</li> <li>5. Desk work</li> <li>6. Apply the METRIC template to a sample case working in groups from Day Two Exercise #3</li> </ol>	<ol style="list-style-type: none"> <li>7. Individual</li> <li>8. Desk work</li> <li>9. Apply the transformational identifiers tools to a sample case</li> <li>10. Present results</li> </ol>	<ol style="list-style-type: none"> <li>11. Groups of 4</li> <li>12. Desk work</li> <li>13. Identify the back-out point for a sample case and the corrective actions to take to produce transformation combining the same groups of 2 into groups of 4</li> </ol>
Internalize the concepts each word group represents as intended by the Transformational Organization Paradigm and alignment with Millennium Age principles.	Practice using the METRIC template. Preparation for subsequent exercises.	Practice using the transformational identifiers tool. Preparation for subsequent exercises.	Apply all measurement concepts and the results from previous exercises to practice backing out a program.