



HOW it WORKS

Application of iMind Transformation Services

Transformation is all about motivating people to invest themselves in new ways, over and over again, as the business environment transforms.

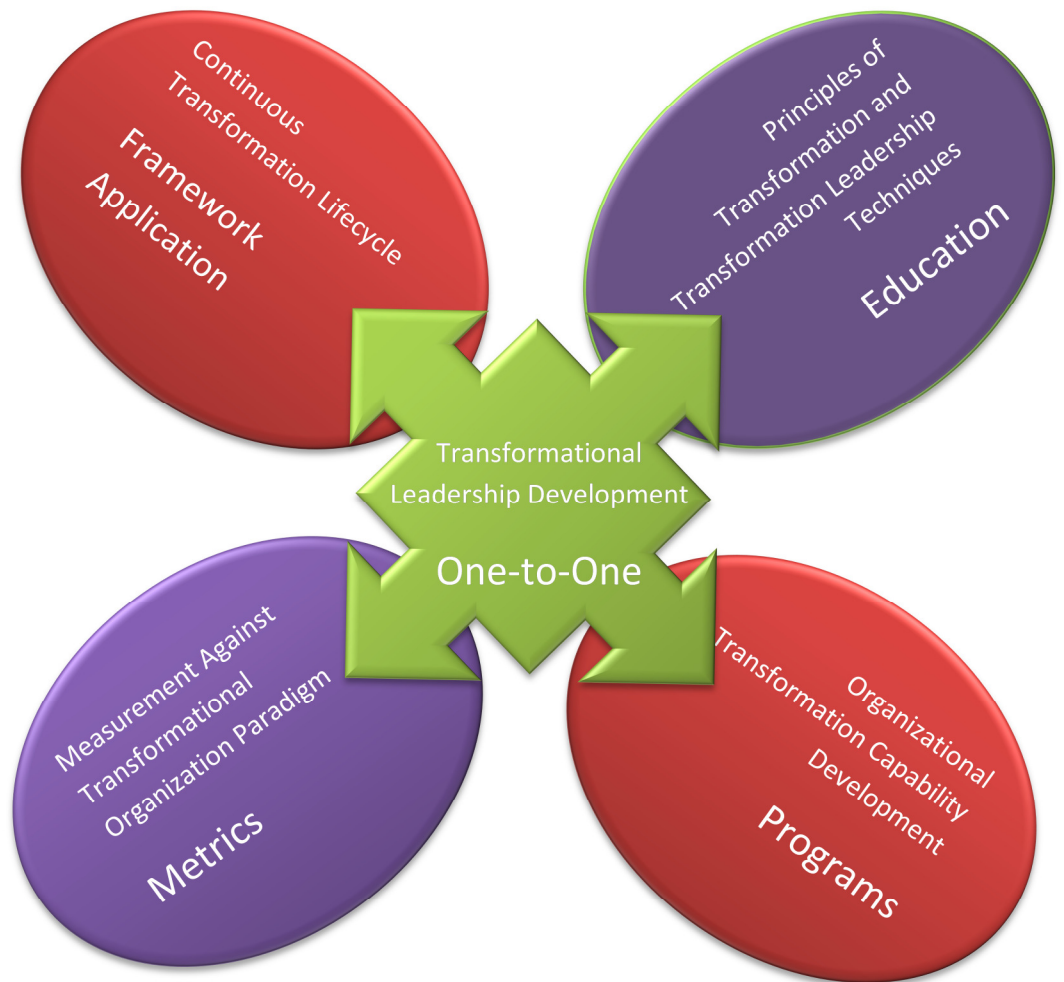
Self-investment demands a deep understanding of the meaning of transformative work to each individual and an inspirational view of the transformed state. Transformational Leadership must be a founding competency at all levels in order to translate the transformational message into meaning, commitment, and personalized vision.

iMind refers to this as 'leaps of faith'.

Weekly **one to one** sessions allow situation-specific and immediately relevant application of Transformational Organization Paradigm and Continuous Transformation Framework principles and methods. This work quickly elevates performance of the individual and has a performance enhancing effect on the teams the individual is part of. As success is realized each individual opens and shifts their thinking and is optimally ready to receive and apply **education**. This effort can be done iteratively.

From there, the organization and sponsors make a choice to expand the effort laterally (continuing the on with one-to-one and education only for new individuals and groups) and/or expand the effort vertically to include customized and overt application of the Continuous Transformation **Framework** through formulation of **programs**. Programs are aimed at transformational capability maturity and as such are subject to the **metrics** specific to the Transformational Organization Paradigm. This effort can be done concurrently and iteratively.

The organization can start anywhere at any scale and still achieve results.



International Coaching Federation accredited methods and modalities common in executive coaching are applied in one-to-one and group sessions.