

Transformational Organization Paradigm APPLIED

Wherever your organization is at in terms of developing new-millennium agility, transformation is your 'new normal' – It's not a one-time event, or a phase, and this is a shift in thinking that organizations are now recognizing. In fact, not adapting quickly enough is fast becoming the number one risk factor in remaining viable in the long term.

Navigating the sea of unknowns associated with transformation makes transformational leadership the tool of choice – Industrial Age 'command and control' methods are ineffective in the face of so much unknown, and future success cannot be predicated on how past success was achieved.

The good news is that because of the exponential increase in the speed of business change, what was previously considered part of 'culture' is now a discernible, manageable lifecycle and an identifiable group of attributes to which solutions can be applied.

These solutions look at the employee demographics, the degree to which the organization is straddling Industrial Age and Information Age, how leaders lead at all levels, what the capacity, capability and resiliency to change is, and how inclusive the organization is in solving problems and generating/managing new thought.

Development services combine education with coaching and advising according to a TOP development strategy that is based on the assessments conducted, working with the initiative sponsor. This may include integration with existing project and portfolio management practices, and change management practices.

Corporations may choose to apply selected aspects of the TOP methodology, and may focus efforts on selected functions – or they may adopt the methodology as an enterprise development program,

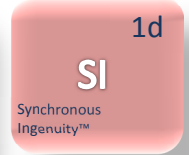


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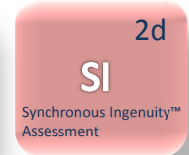
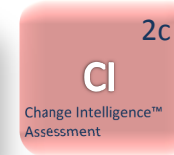
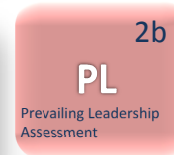
The TOP Components

A set of solutions that provide a pathway to the achievement of the *Transformational Organization Paradigm™*



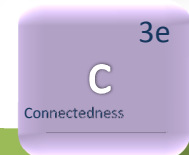
TOP Assessments

A toolkit for identifying where you meet the *Transformational Organization Paradigm* characteristics, and where development work should be focussed



The METRIC Model™

The primary measurement tool for determining your progress



Achieve the Characteristics of the
Transformational Organization Paradigm to
Become the Agile Corporation of Your Future