

# Business Transformation

*An organization is always changing. It is possible for an organization to facilitate its own transformation process so its "becoming" is what it wants and needs to be successful.*

## Program Objectives

Build consensus into strategy

Move immediately into implementation

Form working teams committed to a shared vision

Become a learning organization.

Transfer of facilitation capability to the upper management team.

## Target

Joint Ventures

Mergers &

Acquisitions

Restructuring

Expanding workforces

## Program Outline

### THE SIX PHASES OF THE ORGANIZATIONAL TRANSFORMATION PROCESS

PHASE I	THE ANALYSIS PROGRAM
PHASE II	THE SHARED VISION
PHASE III	STRATEGY AND IMPLEMENTATION
PHASE IV	TEAM LEARNING
PHASE V	NETWORK MANAGEMENT
PHASE VI	MENTOR GROUPS

### LEADERSHIP TRAINING SCENARIO

#### **PHASE 1: Leadership Alignment and Commitment**

- Involving the Directors (1 day)
- Analysis and Commitment Process (2 days)

#### **PHASE 2: Leadership Training and Mentoring**

- Module 1: Personal Development (2 days)
- Module 2: Team Leadership (2 days)
- Module 3: Organizational Change (2 days)
- Module 4: Systems Management (2 days)

## Program Length

Three to Six months

## Program Language

English and Chinese

