Steps in the Transformation-Management-Method:

CONCEPT & **IMPLEMENTATION INITIALIZING DIAGNOSIS ANCHORING** ROADMAP **Topics** Project Background Organization Diagnosis → Development of future state → Implementation on different Anchoring of Change into regular Objectives **Evaluation of Results** profiles with key people levels organization Expectations of further Identification of central Definition of transformation → Quick Hits Assign responsibility for the Cascading the process training transformation levers roadmap process Clarification of benefits Presentation of results and Definition of project teams Communications plan Standards, Routines, Rules Action portfolio Statements of Work recommendation regarding Spread the results in the Adaptation of the process Principles of further training (Content, Time, Process) organization Reporting (interim report) **Transformations** Definition of project focus Program Kick Off Communications roadmap Methods / Tools → TMAG Quick Check based Change Facilitator Contracting Transformation process → Lessons Learned Workshops Train-the-Trainer Initializing workshop on transformation model Program / process reviews desian Information of Leaders Project and program Piloting Documentation (Diagnosis workshops, Interviews, document-Stakeholder management Facilitation management Intervision analysis, Research) Development of model for Coaching Coaching → Future Mind® Implementation → Supervision → Impact workshops to mobilize people Training Modules (extract) 'High Performance → TMAG → TMAG → TMAG → TMAG 'Change Facilitator Program' 'Change Facilitator - / Organization and Change **Development Center** 'Leadership Training -Management' Future Mind®' Leading Change' Management- Development Program' Continuous information and communication (external / internal)

