

Steps in the Transformation-Management-Method:



Topics

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| <ul style="list-style-type: none"> → Project Background → Objectives → Expectations of further training → Clarification of benefits → Statements of Work → Principles of Transformations | <ul style="list-style-type: none"> → Organization Diagnosis → Evaluation of Results → Identification of central transformation levers → Presentation of results and recommendation regarding further training → Definition of project focus | <ul style="list-style-type: none"> → Development of future state profiles with key people → Definition of transformation roadmap → Definition of project teams → Action portfolio (Content, Time, Process) → Program Kick Off → Communications roadmap | <ul style="list-style-type: none"> → Implementation on different levels → Quick Hits → Cascading the process → Communications plan → Spread the results in the organization | <ul style="list-style-type: none"> → Anchoring of Change into regular organization → Assign responsibility for the process → Standards, Routines, Rules → Adaptation of the process → Reporting (interim report) |
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Methods / Tools

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| <ul style="list-style-type: none"> → Contracting → Initializing workshop → Information of Leaders → Facilitation | <ul style="list-style-type: none"> → TMAG Quick Check based on transformation model (Diagnosis workshops, Interviews, document-analysis, Research) → Future Mind® | <ul style="list-style-type: none"> → Transformation process design → Project and program management → Development of model for Implementation → Impact workshops to mobilize people | <ul style="list-style-type: none"> → Change Facilitator → Train-the-Trainer → Piloting → Stakeholder management → Coaching → Supervision | <ul style="list-style-type: none"> → Lessons Learned Workshops → Program / process reviews → Documentation → Intervention → Coaching |
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Training Modules (extract)

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| <ul style="list-style-type: none"> → 'High Performance Organization and Change Management' | <ul style="list-style-type: none"> → TMAG Development Center Future Mind® | <ul style="list-style-type: none"> → TMAG 'Leadership Training – Leading Change' | <ul style="list-style-type: none"> → TMAG 'Change Facilitator Program' | <ul style="list-style-type: none"> → TMAG 'Change Facilitator - / Management- Development Program' |
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Continuous information and communication (external / internal)