

Principles of Continuous Transformation

Description:

Preceded by a half hour orientation on the certification program, materials, resources, and examination process. A course in the underlying drivers behind business transformation and the characteristics of these drivers reflected in the Transformational Organization Paradigm™ and the principles of Continuous Transformation Management™.

Durations:

- 6 hours instruction
- 2 hours exercises
- 45 minutes lunch
- Two 10 minute breaks adjacent to exercises

Materials:

- Continuous Transformation Management™ Framework Primer Book
- Day Four Course Slide Deck
- CTM Toolkit
- Student Online Portal

Syllabus Cross References: PCT001 to PCT025

Pre-requisites: Introduction to TOP and CTM video

Exam Percentage: 25%

Class Size : 3 to 6

Learning Outcomes:

1. Understanding of the universal characteristics of the Transformational Organization Paradigm
2. Knowledge of the origination of the Millennium Age of business
3. Understanding of the shifts in thought between the Industrial Age, Information Age, and Millennium Age
4. Ability to identify the connection between people, processes, technology and leadership during transformation

Learning Blocks

9:00 to 10:30	10:45 to noon	12:45 to 2:00	2:00 to 4:30
Introduction to the Transformational Organization Paradigm	The Goals of Achieving the Transformational Organization Paradigm	How Transformation Differs From Change	Exercise 4 – Group Discussion on the Business Risks in the Millennium Age.
The Specific Shifts in Thinking from Industrial Age to Information Age to Millennium Age	Exercise 2 – Review of Research Base for TOP and the Resources Available Online	Why Transformation is the New Normal and Continuous	Distributed Transformational Leadership
Exercise 1 – Reflection on the Challenges of Past Transformation Programs and Projects	The Elements of the Continuous Transformation Management Framework and Transformational Organization Paradigm	Exercise 3 – Preparation for Next Day Group Discussion on Business Risks in the Millennium Age – Questions to Discuss	Tuning The Agility Wheel

Exercise Format & Learning Objectives

Exercise 1	Exercise 2	Exercise 3	Exercise 4
Reflection on the Challenges of Past Transformation Programs and Projects	Review of Research Base for TOP and the Resources Available Online	Preparation for Afternoon Group Discussion on Business Risks in the Millennium Age – Questions to Discuss	Group Discussion on the Business Risks in the Millennium Age
<ol style="list-style-type: none"> 1. Groups of 2 2. Share Past Experience 3. Identify 3 primary challenges associated with past transformation work 	<ol style="list-style-type: none"> 4. Individual 5. Desk work 6. Examine paper and online research that supports the principles of TOP 	<ol style="list-style-type: none"> 7. Groups of 2 to 3 8. Desk work 9. Formulate questions for the entire group to discuss and answer 10. Present results 	<ol style="list-style-type: none"> 11. Entire class 12. Discussion 13. Discuss and write down answers to the questions.
Orient thinking to course content and prepare for next exercises.	Build subject matter knowledge.	Preparation for group discussion.	Notice trends and themes in problems faced by organizations.