

Continuous Transformation Management Framework®

We live in a time of radical, unceasing and ever-increasing change, happening at a quickening pace. Wherever your organization is at in terms of developing new-millennium agility, *continuous 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.

Change is demanded at the core of the organizations value system, and along multiple dimensions of the organization simultaneously; and this condition is what defines *transformational* change.

Within this context, most companies don't know what to do after they reach for and apply past success formulas that stall or fail to produce transformative results; they don't know where to turn next for solutions and answers.

With greater and greater pressure to transform, and larger and larger volumes of money spent, often with little gain, the time is right for a comprehensive framework that pinpoints the heart of transformation and guides transformation efforts toward the desired state.

Developed over 7 years by Dr. Linda Miller, the Continuous Transformation Management® Framework is a privately owned professional discipline. The framework is multi-faceted, can be applied in small or grand scales, and offers the flexibility to start anywhere and still achieve results.

The CTM® certification is a combination of principles in human psychology, initiative management, emerging sociological constructs, and economic and technology adaptations distilled into a combination of disciplines and practices that make up a framework. Made up of fundamental building blocks and universally successful techniques that, in the hands of trained practitioners, create the basis for managing continuous transformation at enterprise and initiative levels.

PROFESSIONAL CERTIFICATION

The set of practices in the CTM® framework can be applied to any transformation – whether technology driven or organizationally driven.

There are four certifications associated with the CTM framework:

1. Base CTM® Certification - 4 days + Exam
2. Transformational Leadership Expansion Certification – 1 day + Exam
3. Change Intelligence Expansion Certification – 1 day + Exam
4. Synchronous Ingenuity Engine – 1 day + Exam

In the future, a second set of practices will be available for certification. These practices are applied to ascertaining the organization's current position within the Transformational Organization Paradigm and recommending, then implementing programs to advance the organizations position within the paradigm.

TOP Assessment and Maturity Development Certification

The CTM® certification is best suited for professionals who have solid education and professional experience in 3 or more of the following disciplines. Change management professionals, business analysts and business architects who are working on transformation projects would benefit greatly from the techniques acquired by this certification program.

- ✓ Organizational Design and Development
- ✓ Change Management
- ✓ Information Technology
- ✓ Executive Leadership Development
- ✓ Business Transformation Project and Portfolio Management

Prior certifications in Project Management, Change Management and Executive Coaching will optimally enable the student in successfully applying and supporting the framework and the methods and techniques it contains.

Organizations that are likely to have an interest in TOP and the TOP methodology have a majority of the following attributes:

- ✓ Customers are the General Public
- ✓ Perform to and Report on a Triple Bottom Line
- ✓ Government, Arm's Length, or Highly Regulated
- ✓ High Tech or Innovation Oriented
- ✓ Consortiums or Strategic Partnership Oriented

YOUR TRANSFORMATION GURU...

Dr. Linda Miller is a thought leader in business transformation.

She is in the business of mobilizing people's wisdom and resources to adapt to rapid, unrelenting change by:

- Building resiliency through transformational self-efficacy
- Developing leadership for transformation
- Evolving organizational capability for continuous transformation

Linda's combination of education and experience in psychology, business, and technology uniquely qualifies her to advise on the changing emphasis of leadership in an emerging era that demands a shift from Industrial Age thinking to Millennium Age mindset.



Dr. Linda L. Miller
Author, Speaker, Certified Professional Coach, Certified Change Management Specialist, 30-Year Information Technology Veteran, Spiritual Psychologist, Specializing in Transformation

