

EXECUTING YOUR BUSINESS TRANSFORMATION

HOW TO ENGAGE SWEEPING
CHANGE WITHOUT KILLING YOURSELF
OR YOUR BUSINESS



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Executing Your Business Transformation How To Engage Sweeping Change Without Ki

Gregg Harden



Executing Your Business Transformation How To Engage Sweeping Change Without Ki:

Executing Your Business Transformation Mark Morgan, Andrew Cole, Dave Johnson, Rob Johnson, 2010-03-08 Practical tested implementable real world advice for transforming any business and is written by people that have been there and done that Changing an organization is tough Transformation is hard work that should not be attempted by the faint of heart or the weak of mind But transformation is not rocket science either By taking a realistic simple and direct view of what is required to transform an enterprise the authors reduce the noise and nonsense that surrounds much of the discussion of transformation and provide straight forward lessons examples and thought provoking questions to guide the reader to a more powerful position as an agent of change Based on the authors decades of experience dealing with major business transformation this book provides valuable guidance for any company engaged in large scale change brought on by shifts in the competitive landscape mergers acquisitions or a major restructuring of their business model Many organizations undergo transformation with lots of enthusiasm but are frustrated with the results This book contains a set of lessons gained in the process of working in and with organizations in the process of transformation The book starts out by framing transformation and explains the overall system the enterprise that is involved in transformation By doing so clarity is brought to the question of why change is so difficult and problematic What you can expect to get by reading this book is A way of looking at transformation that is comprehensive and yet manageable without all the buzzword bingo terminology 11 critical lessons taken from the author s broad experience on a broad range of topics that you can leverage in your situation To get some thought provoking insight from 10 key questions for each lesson that you can use to apply the lessons to your organization A comprehensive framework for leading transformation that will challenge your thinking and provide a path forward to taking immediate action With rare insight and candor the authors provide thoughtful advice backed by examples from their comprehensive experience If you don t like transformation you are going to hate irrelevance This book is your best bet for getting the insight you need to transform your organization before it becomes irrelevant Popular Mechanics ,2000-01 Popular Mechanics inspires instructs and influences readers to help them master the modern world Whether it s practical DIY home improvement tips gadgets and digital technology information on the newest cars or the latest breakthroughs in science PM is the ultimate guide to our high tech lifestyle **Black Enterprise** ,2000-06 BLACK ENTERPRISE is the ultimate source for wealth creation for African American professionals entrepreneurs and corporate executives Every month BLACK ENTERPRISE delivers timely useful information on careers small business and personal finance *New York Magazine* ,1997-06-23 New York magazine was born in 1968 after a run as an insert of the New York Herald Tribune and quickly made a place for itself as the trusted resource for readers across the country With award winning writing and photography covering everything from politics and food to theater and fashion the magazine s consistent mission has been to reflect back to its audience the energy and excitement of the city itself while celebrating New York as both a place and an

idea **Harper's Bazaar** ,1884-09 Changing the Game Michael Vullings,Graham Christie,2021-06-25 Finalist of the Management and HR Book of the Year at the Australian Business Book Awards 2022 The Complete and Comprehensive Guide to Business Transformation As digital technologies and consumer expectations continue to disrupt almost every industry sector companies are placing greater emphasis on developing and implementing transformation programs Changing the Game offers the practical knowledge required to create a dramatic step change in company performance Designed for executives and managers responsible for a transformation in any type of company and situation this comprehensive real world playbook covers the change process from start to finish from assessing the situation and determining strategic priorities to developing a roadmap establishing the governance structure managing initiative delivery and evaluating the impact of the transformation Adopting a robust and pragmatic approach to every stage of business transformation this authoritative volume explains where to start identifies key areas of focus and describes the strategies decisions and actions necessary for achieving results Throughout the text case studies of leading organizations highlight essential tools and approaches examine key challenges and evaluate their impact A wealth of practical tools help readers build a foundation for change in their organization define a clear path forward mobilize teams assign responsibilities execute initiatives track progress sustain momentum and more Provides detailed guidance on envisioning designing managing and delivering a successful company function or team transformation Enables readers to create a dramatic change in company performance with a results focused approach based on leading management practices Contains more than 20 in depth sections representing the entire transformation journey Includes numerous ready to use tools and templates including 50 exhibits that can be adopted in any organization to accelerate results Features tips and advice from top level executives at leading companies and government organizations Changing the Game The Playbook for Leading Business Transformation is an invaluable step by step blueprint for executives managers teams and consultants involved in devising and executing transformation programs The Space Between Strategy and Execution Gregg Harden,2019-03-12 Most projects most initiatives most companies fail to achieve their desired result That result can be revenue enhancement cost reduction customer satisfaction or any other goal Most of these efforts may achieve a small portion of their desired results or even none at all And this is because these companies these organizations these leaders fail to fully develop and execute their strategies Execution is key What if your company failed less and succeeded more What if you could manage your initiatives to reach your results This is why you should review your company s business transformation process and determine how it can be improved to increase the likelihood and level of success of your strategies Aptly titled The Space Between this book provides a clear perspective of how to cover the space between developing a business strategy and achieving the desired outcomes After twenty five years of business consulting the author has seen many companies pay the price for their reluctance to embrace the power of a strategic plan and the criticality of execution Without execution a strategy is nothing The author has

crafted a guided journey through the process of Business Transformation The chapters are designed to allow each phase to be reviewed and assessed individually They include overviews of the process common pitfalls tips for success and illustrative examples Also included is a set of guided questions to allow you to journal your thoughts during each phase of the process Each phase is balanced between the rational aspects of transformation and the common pitfalls management fall into due in part to their lack of knowledge of the process speed of implementation the underestimation of experience required and readiness of employees to absorb and manage transformation initiatives The process is comprised of eight pillars Gap Identification Strategy Strategic Initiatives Benefits Realization Prioritization Roadmap Measurement and Manage and Evaluate The book also provides high level insights into the impacts of change management and process improvement on the success of business transformation efforts A holistic view on what business transformation means and how to manage it successfully this handbook is suitable for business executives and entrepreneurs dealing with the challenges of implementing strategic business transformation projects www.greggharden.com

Managing Business Transformation Melanie Franklin, 2011-10-04 Understand change how to define clear goals and quantify the benefits Plan and prepare for change how to create a change plan communicate it and manage the impact of change Implement change how to build an effective change team and obtain the buy in of your staff Embed the change how to return to the new business as usual

Business Transformation Framework Van Haren Publishing, 2016-03-03 This book explains the Business Transformation Framework BTF Version 2016 a structural approach based on best practice It is a practical approach that helps organizations to design develop plan and govern organizational change Obviously developing a solid and widely supported Change plan is the first step towards a successful organizational change Simply said BTF helps to get control over organizational change In the BTF coherence and collaboration are essential The BTF approach imposes the establishing of coherence between organizational setting strategy and business transformation portfolio as well as between the four different aspects of running the business Customer Treatment Channels Processes organizational culture Information applications and IT infrastructure facilities This is a complex process The BTF methodology helps to make this a manageable process by following a structured and step by step approach Establishing coherence is possible when all divisions in the organizations work together Coherence can only be achieved when all levels in the organization and all divisions and employees work closely together The methodology aims at making change tactile and concrete so that all stakeholders can be committed and contribute In the BTF the design and development go hand in hand That is so because people are willing to change but do not like to get a change imposed upon themselves This book is the official manual of the Business Transformation Framework BTF Version 2016 Primary target groups are managers and professionals in the information intensive firms and industries that are confronted with organizational change The BTF has already been put into use by operations managers CIOs information managers portfolio managers change managers programme managers and consultants

Leading Business Change Karin Stumpf, 2015 Most

books dealing with change management focus on how companies reach their corporate goals instead of on what individual leaders must do Filling this need Leading Business Change A Practical Guide to Transforming Your Organization is an easy and fun read that will inspire you to think more closely about how you implement change as a leader The book presents a proven approach to help leaders of global initiatives grapple with impossible projects and deliver on their goals The first part of the book explains the author s approach to change management centering on the need not just for an effective approach but for effective leadership The remaining three parts walk readers through the three phases of the authors methodology using actual examples to demonstrate how to apply each step in the real world Introduces the topic of strategic implementation and organizational change Supplies an overview of the challenges a leader will face when tasked with transforming aspects of a global company Discusses the need to align the goals of the company sponsors and project Highlights the need to understand the resources available to change leaders Addresses the challenges of planning the design and delivery of organizational change The author begins each chapter with a short story around the experiences of a fictional executive with a multinational company who has been tasked with implementing a global outsourcing project Different stories illustrate the application of the methodologies discussed in the book Each chapter concludes with questions to help you assess your own leadership style

BIG Ideas to BIG Results Robert H. Miles, Michael T. Kanazawa, 2015-12-15 A PROVEN NO NONSENSE STEP BY STEP RESULTS DRIVEN APPROACH TO DRIVING CORPORATE TRANSFORMATION AND BREAKTHROUGH PERFORMANCE IN A DISRUPTIVE WORLD Why do most corporate transformation leaders fail to achieve breakthrough performance They make things too complex They clutter it with jargon and confusion They pancake new initiatives on top of old ones They dither on the launch pad They chase too many fads And they fail to make it safe for leaders to lead the transformation at their own level In short they don t have a reliable corporate transformation game plan Whatever your corporate transformation challenge whatever your role Robert H Miles and Michael T Kanazawa introduce a simple proven results driven approach that has underpinned some of the most successful corporate transformations of our time Drawing on their experience as principal process architects working with dozens of CEOs and executive teams and hundreds of senior executives and staff professionals they show you how to develop a compelling and potent corporate transformation game plan that enables you to align your organization behind just a few core initiatives bias your people toward speed create leaders at every level integrate in new disruptive tools to accelerate progress and achieve traction and accountability in all phases of execution Whether you re a new CEO taking charge to transform your company an executive redirecting a major business or function or one of the hundreds of managers and thousands of employees trying to make sense of a transformation and contribute to it this book will help you decipher the complexity find your place on the transformation roadmap and ensure that the effort rapidly reaches its intended breakthrough results A PROVEN STEP BY STEP ROADMAP FOR TRANSFORMATION LEADERS FAST SIMPLE AND COMPRESSED Corporate transformation and

breakthrough performance without the confusion and complexity GEARED TO RAPIDLY ENGAGE THE FULL ORGANIZATION To equip leaders at all levels to lead your transformation in an aligned and engaging manner FOCUSES EVERYONE ON DOING MORE ON LESS Generates focused execution and avoid layering initiative upon initiative to conquer organizational gridlock DESIGNED TO DISRUPT HOW TRADITIONAL TRANSFORMATION PROGRAMS ARE DONE Introduces disruptive transformation competencies that drive innovation growth and a new way of activating change Corporate transformation is tough work but extraordinarily rewarding for all involved when led successfully Somebody s got to do it and do it well What if that someone happens to be you Where will you start How will you frame your transformation game plan and lay out its roadmap What will you do first and who will you engage when in the enterprise How will you keep it alive after the early excitement And how will you make it part of your management process so that it can become a reliable core competency for rising to the increasing rate of disruptive transformation challenges facing your company Now there s a breakthrough methodology to enable CEOs and executive leaders to rise to these corporate transformation challenges

A Handbook of Business Transformation Management Methodology Axel Uhl,Lars Alexander Gollenia,2016-04-08 This book provides an integrative Business Transformation Management Methodology the BTM2 with an emphasis on the balance between the rational aspects of transformation and the often underestimated emotional readiness of employees to absorb and accept transformation initiatives Comprising four phases Envision Engage Transform and Optimize the methodology integrates expertise from areas such as strategy risk and project management Covering the formal and informal structures and roles needed for a successful transformation the authors cover a wide range of theory to help understand the phenomenon of transformation A 360 degree view on what business transformation means and how to manage it successfully this handbook is suitable for business executives dealing with organizational change A range of illustrative case studies ensure this is also a valuable resource for academics interested in change and transformation management

Selling Change Robert E Smith,2018-05-11 A global auto manufacturer rapidly flattens its leadership team to achieve unprecedented success A retailer on the ropes financially manages to turn a profit in less than a year A fast casual restaurant has multiple cross country cases of sick patrons but sales bounce back a year later How did they do it By effectively selling the need for change to the people and teams in their organizations As an agile change leader you will own multiple disruptive strategic and operational challenges on your watch Will you be able to sell your team on the need for change Will you be able to generate the levels of buy in and commitment required to transform your organization across multiple often misaligned stakeholder groups In *Selling Change* change leader and former management consultant Robert E Smith PhD provides a practical and sustainable playbook to tackle one of the most difficult challenges facing leaders today generating commitment and buy in to organizational change *Selling Change* shows how leaders can prepare for and transition through operational shifts by generating highly engaged commitment to change The principles of effective commitment and buy in are distilled

into the 2IsC Model impact influence and consistency that lays out a practical and road tested process for crafting commitment focused change communications Smith outlines approaches leaders must embrace to overcome emotional behavioral and mental resistance to change by addressing the questions Why change Why now Why you and Why your change Without clear answers to these questions organizational transformation efforts flounder Effective change leaders have transformed organizations in a variety of sectors including healthcare manufacturing retail and technology redistributing billions of dollars of value Building on leading research lessons learned and proven frameworks this book gives change leaders everything they need to lead their teams through the journey of creating the next version of their organizations allowing them to create the future rather than being disrupted by change resistance Big Ideas to Big Results Robert H. Miles, Michael Kanazawa, 2016

The Digital Transformation Success Formula M Nadia Vincent Mba, 2016-11-15 Digital transformation is business transformation for greater performance using the latest digital technologies and strategic business innovation approach The Digital Transformation Success Formula by M Nadia Vincent foreword by David A Maynard is a professional and practical guide for leaders such as CIOs IT managers business executives and digital transformation leaders alike as they implement digital transformation in their organizations or businesses The Digital Transformation Success Formula is about Facilitating self transformation for leaders so they inspire individual transformations in their organizations Creating environments that are efficient and promote business innovation and disruption Empowering leaders with a progressive mindset that embraces change so that they make better personal business and digital choices Digitally enabling organizations for faster deliveries and increased business performance Reducing risks in the implementation of digital transformation Increasing employee engagement so that organizations are strengthened in the digital market Converting digital transformation and innovation into a lucrative investment for increased ROI The book is a solution oriented straight to the point read yet written in a warm tone It addresses points that sometimes we managers may not be comfortable speaking about but are present and impactful in our everyday work Reviews Engaging insightful brilliantly written and transformative In her introduction Nadia speaks of having learned multiple languages through her international consulting career In this book she creates a whole new language for the rest of us to learn that of digital transformation leadership Consider this book your Rosetta Stone on how to become a true digital transformation leader It s an honor and a privilege to consider Nadia a friend and mentor Lawrence Cooper Larry The Agility Series Facilitator Digital Transformer and Author Canada As someone who has practiced digital transformation projects for nearly four decades the premise of the success formula and the problems caused by fear are so important to recognize Nadia takes us through a roadmap to digital transformation success through the recognition of the need to treat digital transformation as a project and to apply the soft skills needed to manage change and transformation A very important book for someone undertaking a digital transformation project without the necessary foundation in place Ray W Frohnhofer PMP Managing Director PPC

Group LLC USA Fear as the division in Nadia's success formula is genuine That part alone is worth getting this book Nadia and I met at PMI Global Congress where a client of my company the Department of Treasury was presenting an enterprise project portfolio management system we implemented From my experiences working with large organizations Nadia's unique angel and comprehensive approach for people planning and executing corporate change is invaluable This book discusses a holistic approach the mind heart and muscles of digital transformation Sophia Zhou CEO EPM Solutions Author of I Can and I Will USA Nadia Vincent has encapsulated years of experience into a guide with the missing ingredient of most digital transformation projects Great Leadership Forget technology only by leading an organisation through transformation by instilling in your organisation the mindset required for continuous change and overcoming the fear of the future can you bring successful digital transformation to a business The Digital Transformation Success Formula provides a roadmap for technology and business leaders to ready their business for the future of constant change Andrew Pryor Director CIO Watercooler England *Think. Change. Achieve* Bas De Baat, 2019-04-05 Do you want to unlock your potential improve your core capabilities and outsmart everyone else This book will give you insight in how to do that With the volatile and complex world we live in today we all get stuck at times and feel that we are locked up in a box without proper tools to get out You have got to think through a new plan change the ground rules and give it your absolute best to achieve your goals All you need is a pragmatic and simple approach that gets you there The structure of the book is based on a concept that is called THINK CHANGE ACHIEVE The core idea is that you are always aware of your context and use your intellectual capacity and distinct leadership skills to transform yourself team or organization to a new and better place Let's Work Smarter, Not Harder Michael Caravatta, 1998 Making good organizations better and successful organizations superior often demands a change How to excel at change is what this book is all about Use the methods described to meet customer expectations and remove non value added activities You can learn through change how to reach superior levels of customer satisfaction by creating quality products and services lowering costs removing errors and reducing cycle time Why change is required and how to achieve change is discussed in detail a glossary and industry examples are also included

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