|  |
| --- |
| **Transformation Business Model** |
| **Thought to Reality** | **Building Concept Buy-in to Ideas Formulation** | **Definition****& Design** | **Implementation****& Execution** |
| **Documentation** | **\* Scope document** | **\* Concept document** | **\*Broad action plan** | **\* Detailed action plan** |
| **Project Tools** | **\* Reports*** **Newsletters**
* **Mind maps**

**\* Notice boards****\* Websites & Blogs** | **\* Reports*** **Newsletters**
* **Mind maps**

**\* Notice boards****\* Websites & Blogs** | **\* Reports*** **Newsletters**
* **Mind maps**

**\* Notice boards****\* Websites & Blogs** | **\* Spread sheets, MS Project & Other****\* Statistical analysis, progress monitoring reports, memos etc.** |
| **Mindset****& Activities** | * **Visiting stakeholders**

**\*Building trust, ownership & buy-in*** **Information search**

**\*Gathering facts and statistics****\* Starting a “War Room”*** **Meetings & work- shops**

**\*Filing & Knowledge management****\*Determining the “‘as is’” what, for whom, how much, how of- ten, why, needs, customers,****markets etc.****\*Policies and procedures****\* Painting the detail of the unseen future “‘to be’”****\*Evaluating alternatives & communicating** | **\*Consulting with: Stakeholders & helping****Experts and learning****\*Stimulating creativity Brain storming, strategic positioning & tactics****\*Expectation Management****\*Technology evaluation****\*Sharing information****\*Follow-up meetings, workshops, building morale, meaning & purpose****\*Costs, benefits & SWOT****\* Climbing the right wall, at the right place & time****\*Sharing alternatives & communicating****\*Customer demand analysis****\* ID possible bottlenecks****\*Sharing alternatives & communicating** | **\*Funding estimates****\*Defining deliverables****\*Detailing specifications****\*Pilot projects****\*Building & prototyping****\*Resource acquisition****\*Technology/know how****\*Competency, capacity & capability audits****\*Defining the “ Bus & Dashboard indicators”****\*Customer analysis, reviews & feedback****\*Branding & marketing****\*Resource prioritization & allocation, task setting****\*Bridging skills gaps****\*Cash flow & investment****\*Defining time frames****\*Change mgt.****\*Defining sub-projects & communicating*** **Stakeholder approval**
* **Defining alternatives & communicating**
 | **\*Est. alliances & partners****\*Empowering & communicating performance****\*Management training, team building support, listening & coaching****\*Tenders & budgets****\*Accountability & defining roles****\*Attention to detail & improvement****\*Monitoring timely delivery & milestones****\* Marketing deliverables****\* KPI & CSF monitoring****\*Decision making****\*Change management****\*Recognizing achievers****\*Predicting choices****\*People focused, learning, communicating, working together & meeting promises****\*Communicating performance** |
| **Focus** | * **Goal identification**

**\* Filtering*** **Researching goals**
 | * **Goal testing**
* **Generating**

**\* Immature goals** | **\* Goal setting*** **Authorization**
* **Maturing goals**
 | **\* Obstacle management****\* Priority setting****\* Achieving goals & compliance** |
| **Driving Force** | * **Facilitation**
* **Enthusiasm**
 | **\* Coordination****\* Motivation** | **\* Team building****\* Energizing** | * **Driving & encouraging**
* **Project management**
 |
| **Drivers** | **\* User volunteers** | **\* Task teams** | **\* Project teams** | **\* Service units & management** |
| **Primary Drivers** | * **Creating a vision**
* **Gathering facts & ideas**

**\* Holding innovation workshops** | * **Building strategy**
* **Cultivating ideas**

**\* Innovation & feed- back****\* Planning** | **\* Setting objectives, milestones & expectations****\*Formalizing ideas, scope & work****\* Setting up structures** | * **Directing & controlling**
* **Implementing & tracking the budget and strategy, redirection etc.**

**\* Managing project risks** |
| **PeP - PROJECT LINE BAR REPORTS - Project Status** |
| ALL PROJECTS LISTED WITH ARROWS SHOWING TRANS- FORMATION PROGRESS | **--------------------------- --------------------------- ---------------------------- ---*-|*****----- ------ -----** |