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| **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 | **--------------------------- --------------------------- ---------------------------- ---*-|***  **----- ------ -----** | | | |