



**TRANSFORMATION
STRATEGY**

Transformational Leadership

Spring 2011

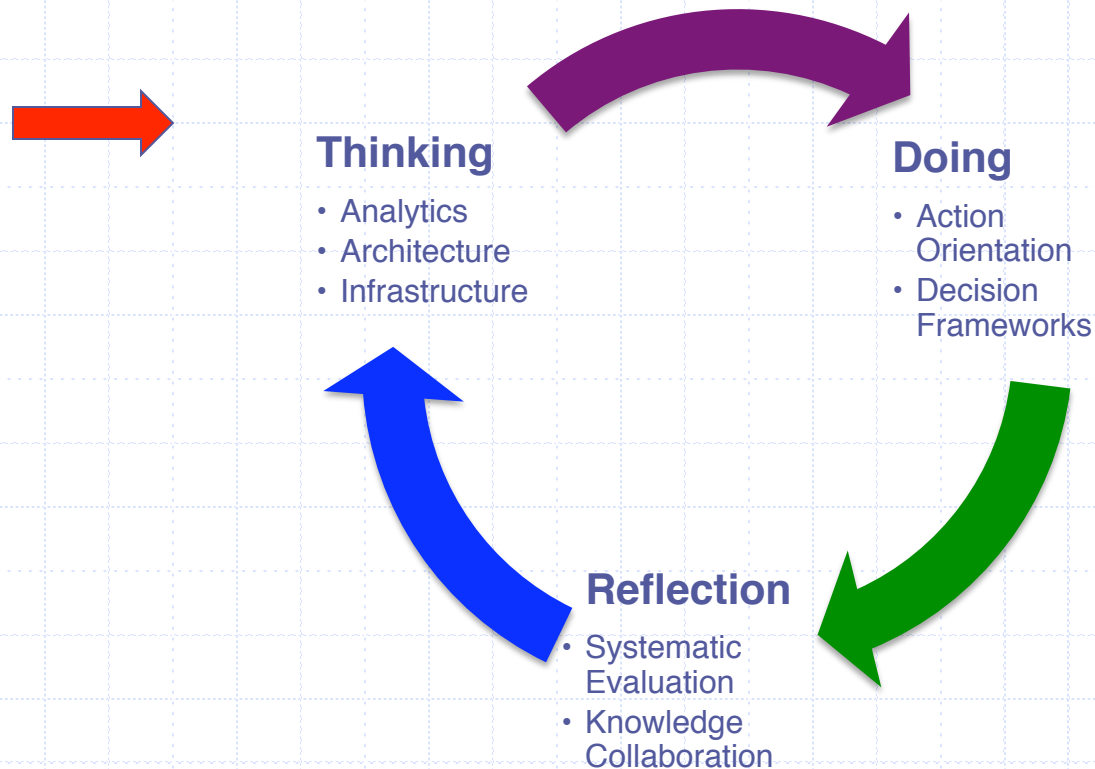
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Outline

- Objectives - Explaining Our Process
- Framework - Three Fundamental Stages
- Thinking - Understanding What's to Be Done
- Doing - Decision and Action
- Reflecting - Review, Learning, Renewal
- A Path Forward - How Can We Help? Getting Started...

Objectives

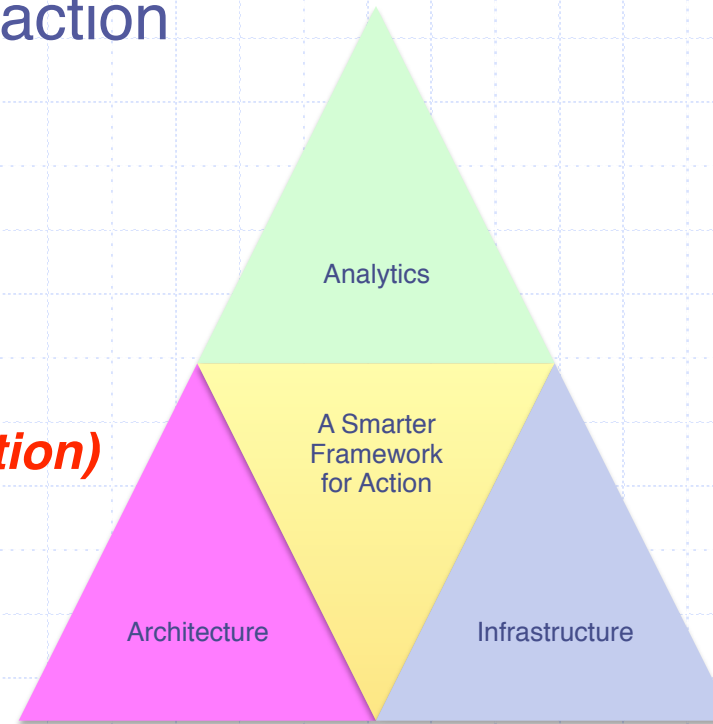
- ◆ The objective here is to explain a core process
- ◆ And how we help define a way forward



Thinking

- ◆ The process begins with understanding the problem
- ◆ Analyzing what is causing it and
- ◆ Framing the options for action

Building analytic capability will require attention to the architecture (e.g. information sources) and infrastructure (e.g instrumentation) to manage enterprise transformation



Doing

- *Define Success*
- *Make Decisions*
- *Move On*

but

*Consider
Open
Swaps and
Other “Open”
And Collaborative
Decision Processes*

**Decision
Criteria**

Choices

	Option 1	Option 2	Option 3
Cost			
Value Creation			
Risk			
Long Term Impact			

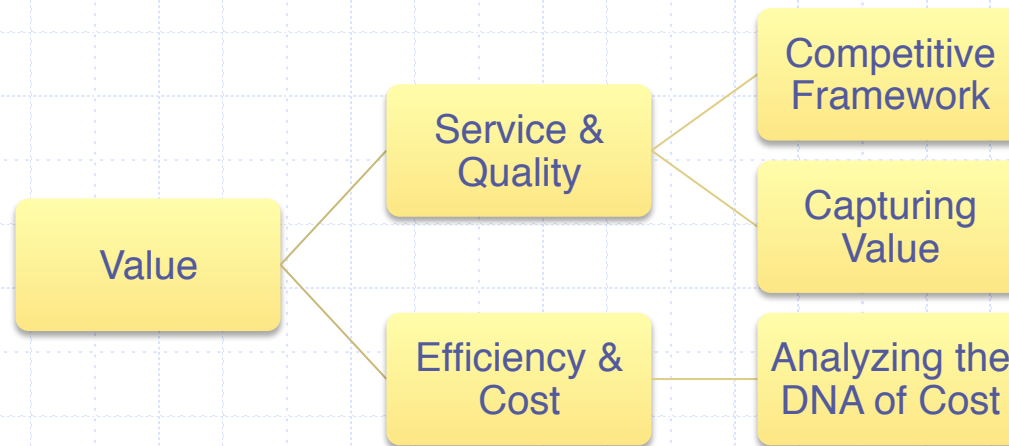
Reflecting

◆ Five Questions for the Transformational Leader

1. **What result did your actions produce?**
 - Objectively, measure your impact
2. **How could you have been more effective?**
 - Invest in the innovation process
3. **Who benefited and who did not?**
 - Change is never neutral, look for the winners
4. **How could your collaboration have been better?**
 - New partners, new collaboration tools
5. **How well did your actions/decisions align you with the next cycle of action?**

A Path Forward

- ◆ Where do you want to begin?
 - What's keeping you up at night?
 - What would yield a 10x improvement in your effectiveness?
 - How does your “value triage” look”?



Illustrative Value Triage