##### **MBA (4TH SEMESTER )**

SUBJECT – OC& D

UNIT – 7( PART -1 )

##### **ORGANIZATION TRANSFORMATION**

Organizational Transformation is a strategic method of getting organization from where it is now to where it will need to be in the future.

### Key Approaches To Organizational Culture Transformation

#### **1. Leadership Journeys**

#### “organizational transformation begins with the personal transformation of its leaders.”

#### Leaders today need highly developed competencies in collaboration, empathy, intuition, and rapid decision-making.

#### The best leaders today work with transformational coaches and facilitators to guide them through the inner journey of leading organizations.

#### Leading organizations is not for the faint of heart. It requires an unwavering commitment to the vision, while continually adapting to change. It requires a deep knowledge of self and a willingness to up-level around your own reactiveness and personal mastery.

#### **2. Top-Team Alignment**

When high-performing top teams work collaboratively, they achieve the best results for the organization.

Organizations today are being asked to create solutions the world has never seen before—at exponential rates. There’s an up-leveling that needs to happen with top teams in order to function well under these demands.

Organizations need a clear and powerful vision and mission/purpose that span across and integrate teams, with everyone moving in the same direction.

There should engage two facilitators skilled in guiding mission, vision, values, and top-team development.

#### **3. Cultural Development Plan**

A cultural development plan begins with a baseline measurement.

We need to know where we are and how our initiatives impact the culture over time.

The culture plan should be developed in alignment with the organizational strategy. What kind of culture do you need to deliver on your strategic goals?

The culture plan should be owned at the executive level with support from a culture or HR team.

Communicate about the key initiatives weekly. Make sure someone owns culture communications.

Involve people throughout the organization. Remember that people are meaning-making creatures. Give them time to make sense of the [vision, values, and desired culture](https://elearningindustry.com/free-ebooks/transforming-culture-in-larger-organizations).

Involve them in creating solutions and respond to feedback. All of this builds invaluable trust.

We could engage a team experienced with measuring culture, facilitating the development of a culture plan, and working with top teams, HR, and communications. Experience developing cultural ambassador programs is a bonus!

#### **4. Workflow Transformation Interaction Mapping**

#### **5. Emergent Design And Prototyping**

it’s designing for the people we are serving. So often, we assume that we know what others need or want. Turns out, we’re not always right.

Good design thinking is about truly getting to know those we serve, showing up, asking questions, and paying attention.

There are a number of emergent group processes being used by[organizational culture transformation](https://elearningindustry.com/free-ebooks/transforming-culture-in-larger-organizations) consultants today, beyond design thinking.

(To be continued as part -2 )