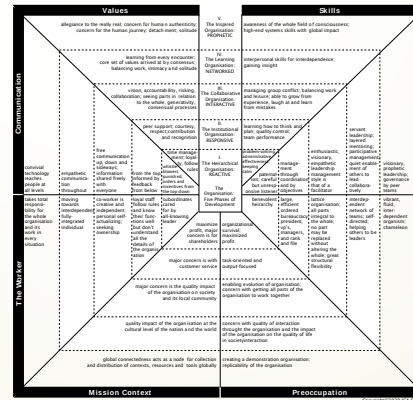
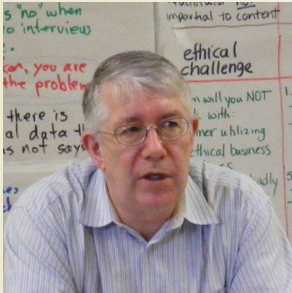


Transformational Strategy

Shift to High Level Involvement and Collaboration



Speakers



Bill Staples, co-founder ICA Associates. Bill is an author, publisher of the IAF Journal. Bill is in the Hall of Fame of the International Association of Facilitators



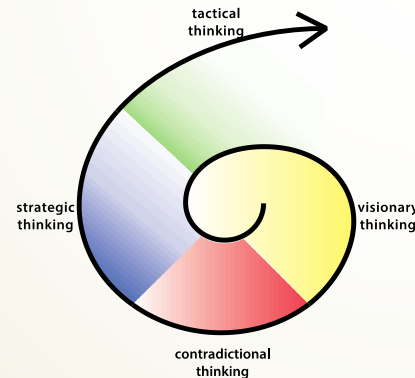
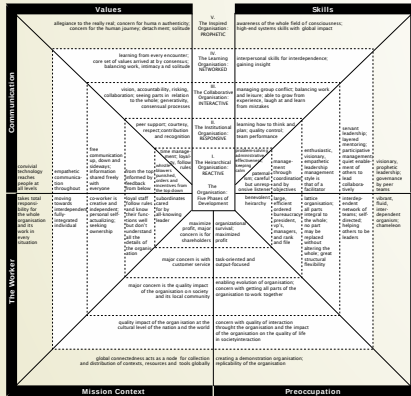
Alexy Svetlichny, co-founder School of Expert facilitation, Phd, Certified ToP Facilitator (CTF)



Oleh Shapovalov, manager of digital transformation programs at DTEK Academy, Certified ToP Facilitator (CTF)

Transforming Organizations

Bill Staples,
ICA Associates Inc., Toronto
June 4, 2020



Founder Group
Canadian Institute of Cultural Affairs (ICA)
ICA Associates Inc.
International Association of Facilitators (IAF)

Trustee
ICA International

Author
Transformational Strategy
Publishing Editor
Group Facilitation Journal
Publisher
Edges: New Planetary Patterns

Hall of Fame
International Association of Facilitators
DTEK Academy

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ICA methods were instrumental in transformation of the following companies among hundreds of other organizations:

Widia Products - India
Metal cutting and forming tools

Great Eastern Life – Indonesia
Life Insurance Company

Lockheed Martin – USA
Missiles and space

The Mills Group - Brazil
Construction of dams, bridges, highways

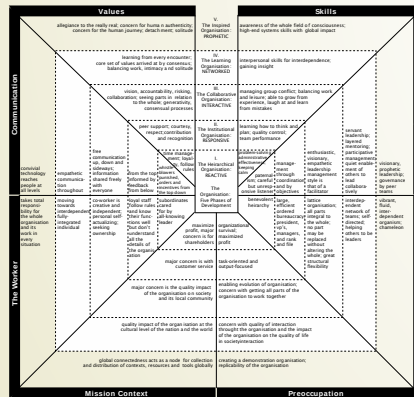
Dupont - Asia Pacific
Chemical

MacDonald's Corporation - USA
Food

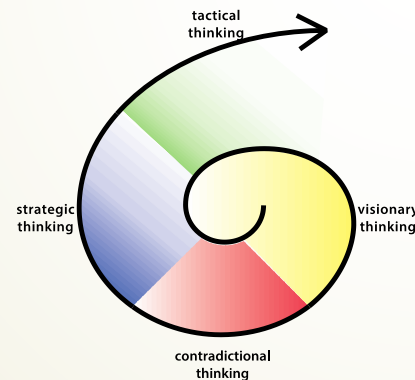
Capgemini Kanbay - India
Financial Information Services

DTEK - Ukraine
Energy

The map of the organizational journey



Transformational strategy spiral



e.g. INGOs and tech firms

e.g. consulting firms

e.g. Retail departments

e.g. Large hospitals

e.g. Police / emergency services

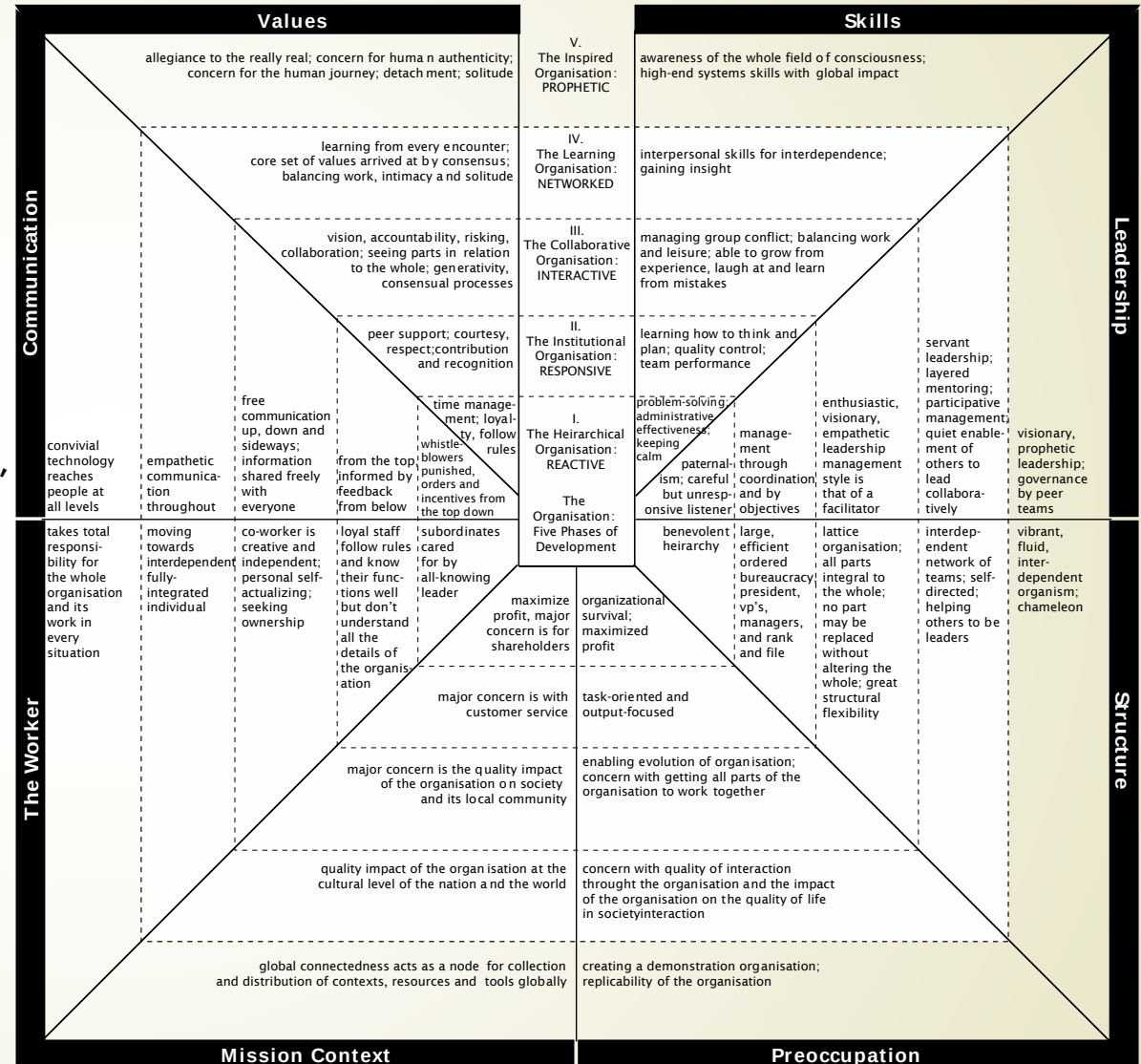
Inspired Organization,
Prophetic

Learning Organization,
Networked

Collaborative
Organization, Interactive

Institutional Organization,
Responsive

Hierarchical Organization,
Reactive



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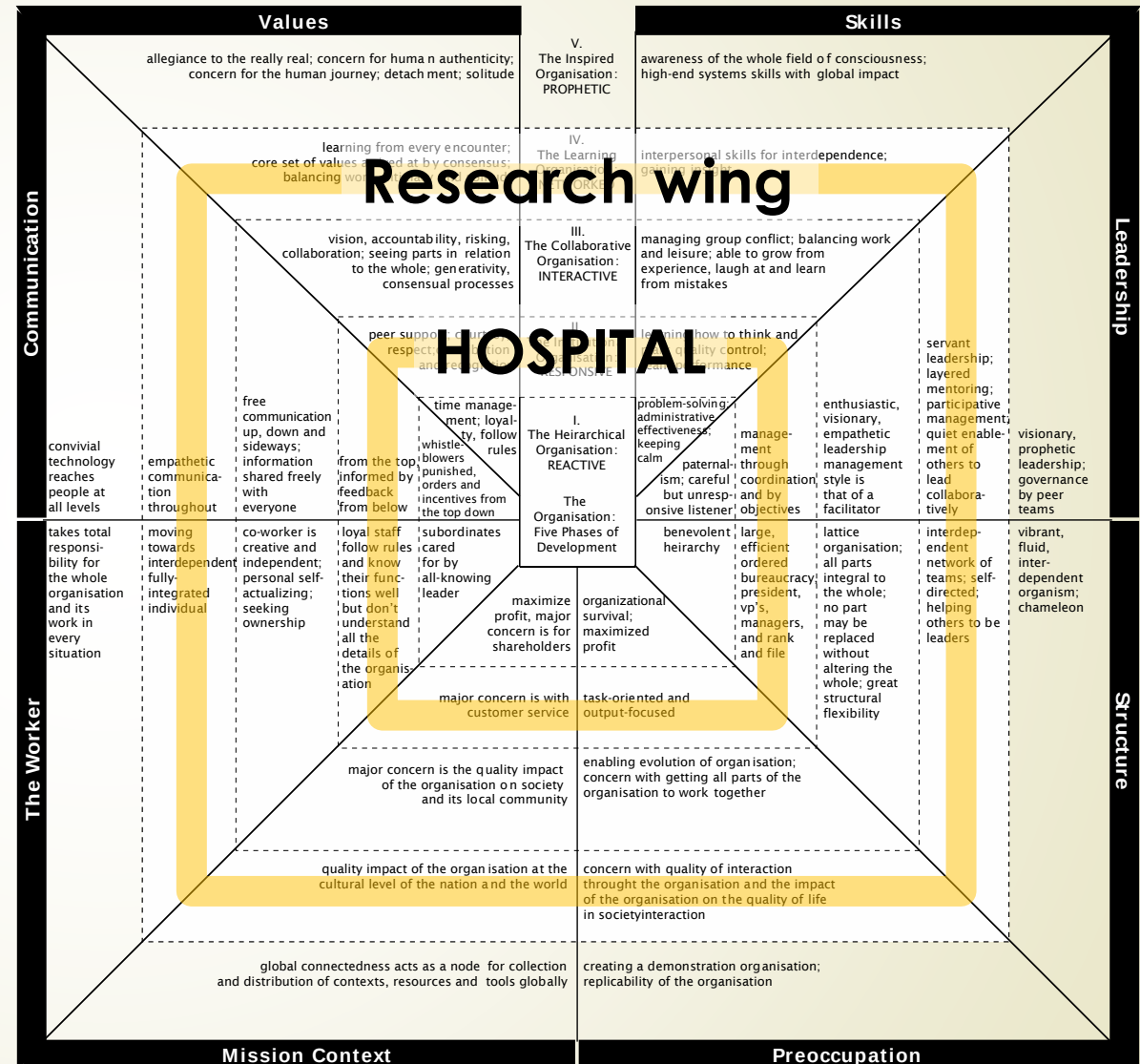
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A different department level within an organization

institutional level hospital with a **learning** level research department.

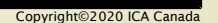
Collaborative level advertising firm with an **hierarchical** level accounting department.

Government **Institutional** level banking agency with an **inspired** level micro-credit branch.



A responsive, institutional government agency whose inspiring mission is far greater than their capacity to handle.

A networked, learning biotech firm on the leading edge of many new developments, but preoccupied with survival, and with whistle blower, punishment communication.

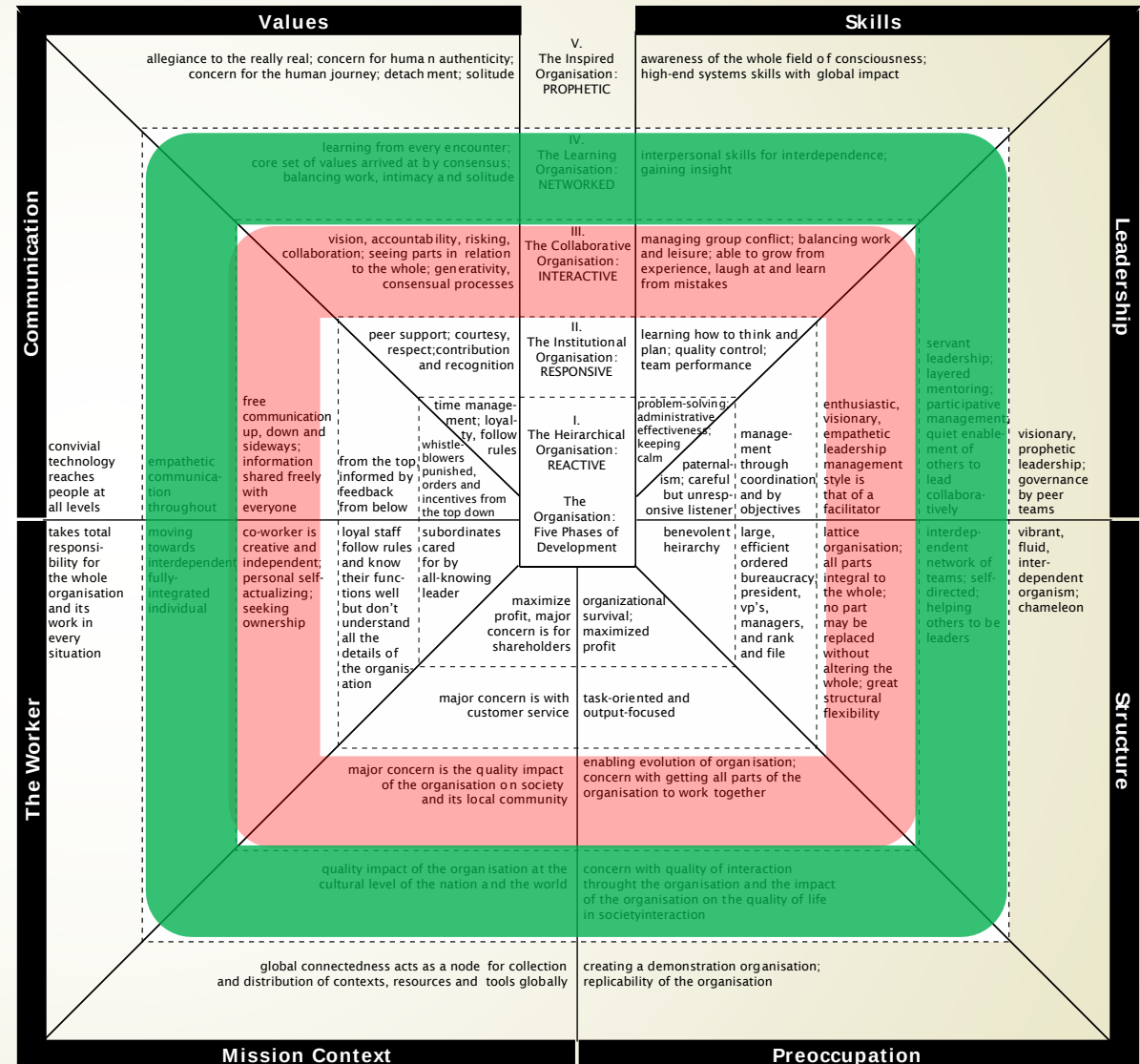


Best use of the Organizational Journey Map

- to describe current reality and future vision.

Staff describe the **current way** of operating and the **desired new way** of operating.

The entire staff of a city government wants to move from being a collaborative organization to becoming a learning organization.



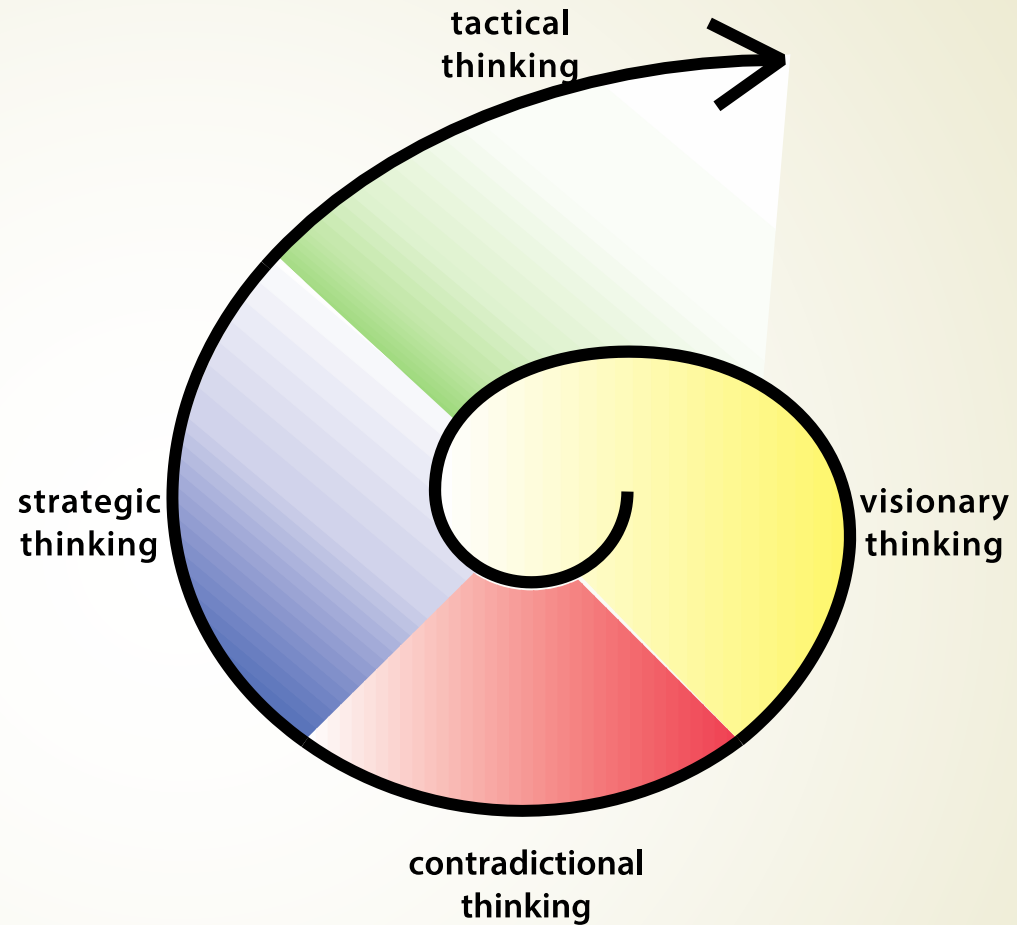
For a transformational change to occur:

The vision must be inspiring

The analysis of blocks and contradictions must be real

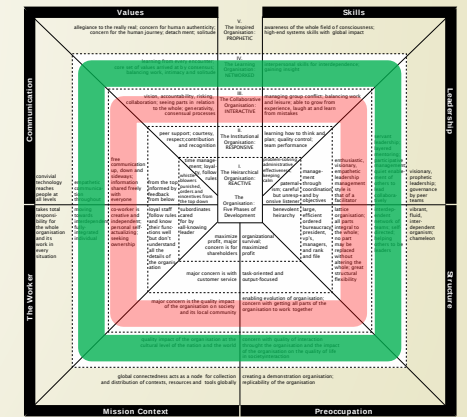
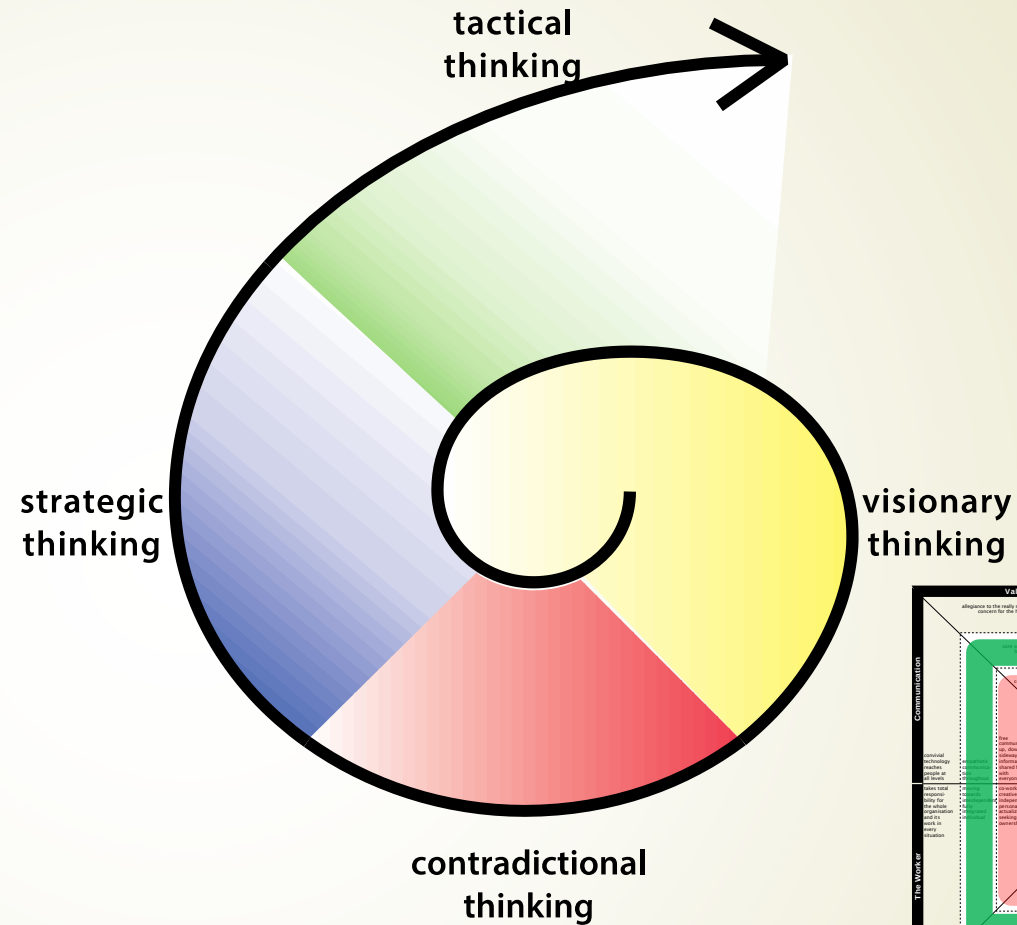
The strategies must be breakthrough

The tactics must be done.



The tactical thinking forms the action plan for the on-the-ground transformation to actually take place.

The Organizational Journey Map and its contradictional analysis can generate a set of strategies that are effective and transformative.



The Organizational Journey Map shows the difference between the future vision and the current reality. The differences are held in place by systemic patterns and habits that are contradictions.

Transformational Leadership Course Agenda

Session 1	Day One	Day Two	Day Three	Day Four
Competence	Inspire commitment	Model interaction	Formulate strategy	Sustain action
People skill	Leadership assessments	Deep Listening	Intervention practices	Implementation readiness
System knowledge	Change drivers and systems thinking	The group story re-energized	The map of the organizational journey	Accelerating change with successful models
Method prowess	Co-create an inspiring practical vision	Articulate contradictions: key to transformation	Co-design creative, leveraged strategy	Forge transformational implementation goals
Tool Skills	Consensus Workshop	Focused Conversation	Model building	Project selection
Launch change initiatives back at work				
Session 2	Day Five	Day Six	Day Seven	Day Eight
Competence	Inspire commitment	Model behaviour	Formulate strategy	Sustain action
Philosophy	Courage to Lead study: lucidity	Courage to Lead study: personal change	Courage to Lead study: responsibility	Courage to Lead study: the leading edge
Process expertise	Feedback practices	Conflict and conciliation approaches	Process Mapping	Support mechanisms
Change alignment	Organizational systems: balance and imbalance	Diversity, Inclusion, Equity	Team assessment and collaboration	Implementation: goals, outcomes and ends
Values	Values and cultural competence	Image Change	Interventions with integrity	Personal re-entry

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5 фаз организационного развития

Фаза 5: **Пробуждающая** организация

Фаза 4: **Обучающаяся** организация

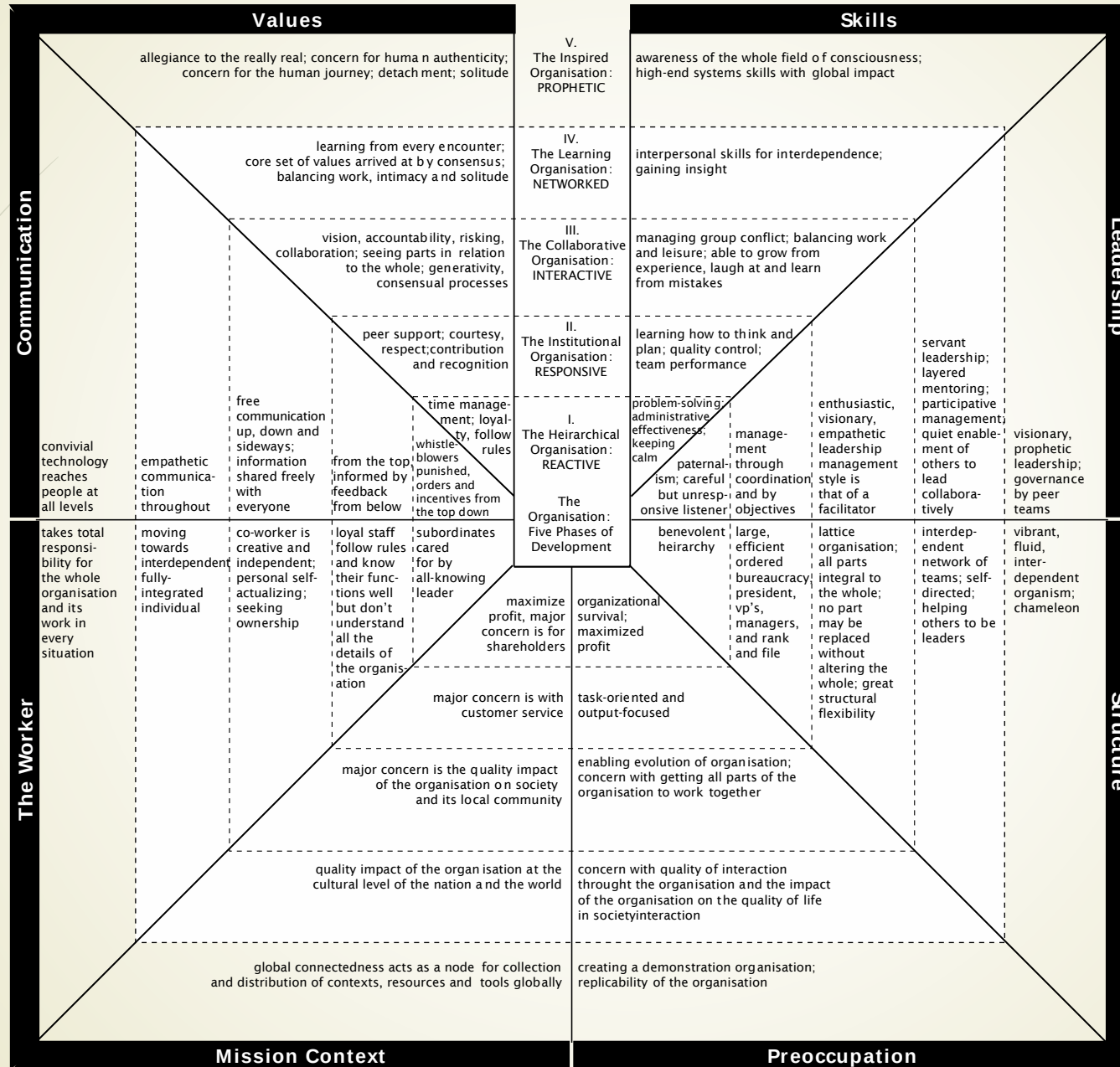
Фаза 3: **Сотрудничающая** организация

Фаза 2: **Институциональная** организация

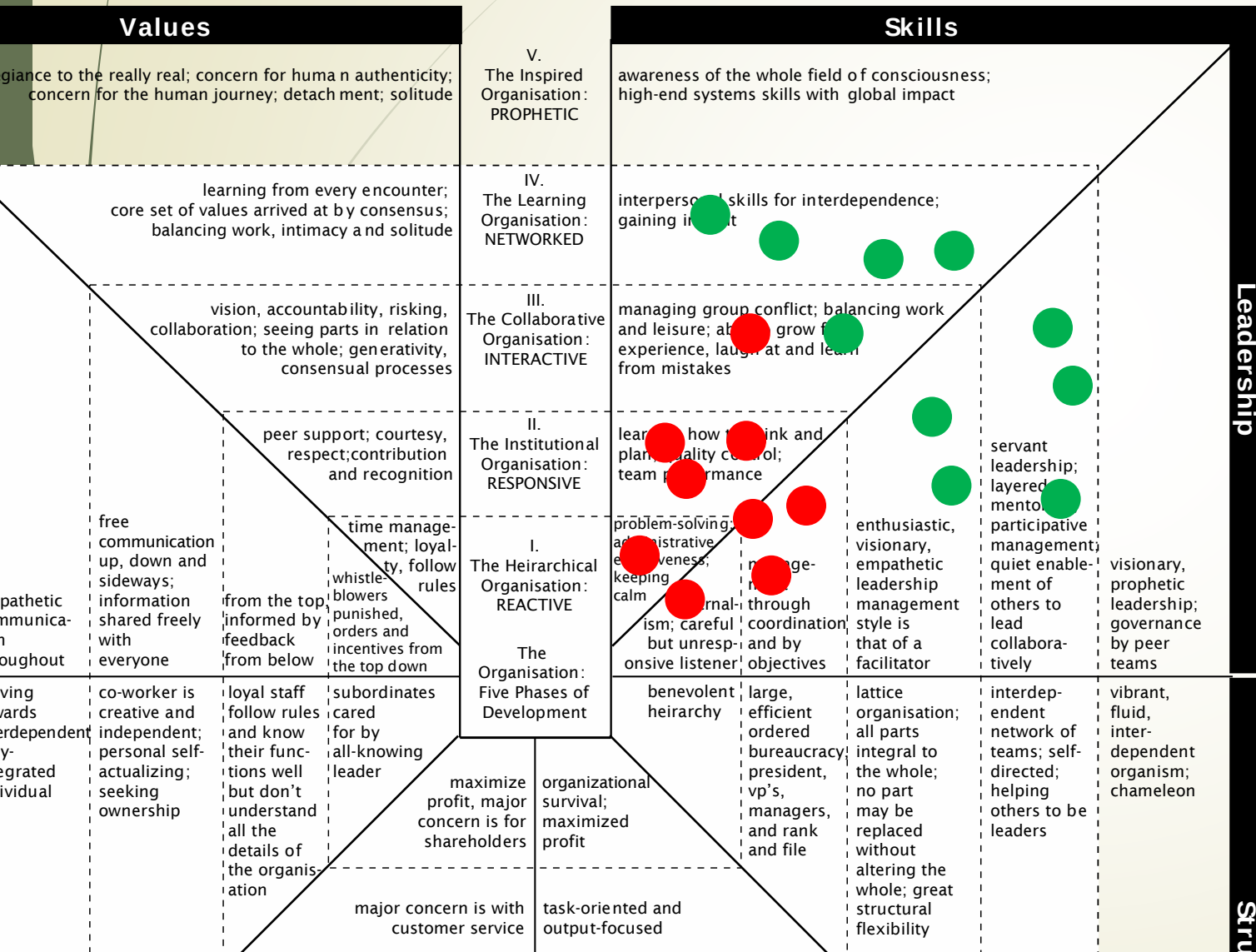
Фаза 1: **Иерархическая** организация

- Ни одна из этих фаз не является «хорошей» или «плохой», но...
- Тяжело преуспеть на одной фазе, не продвинувшись по предыдущей, создав необходимые системы.

The Organizational Journey Map



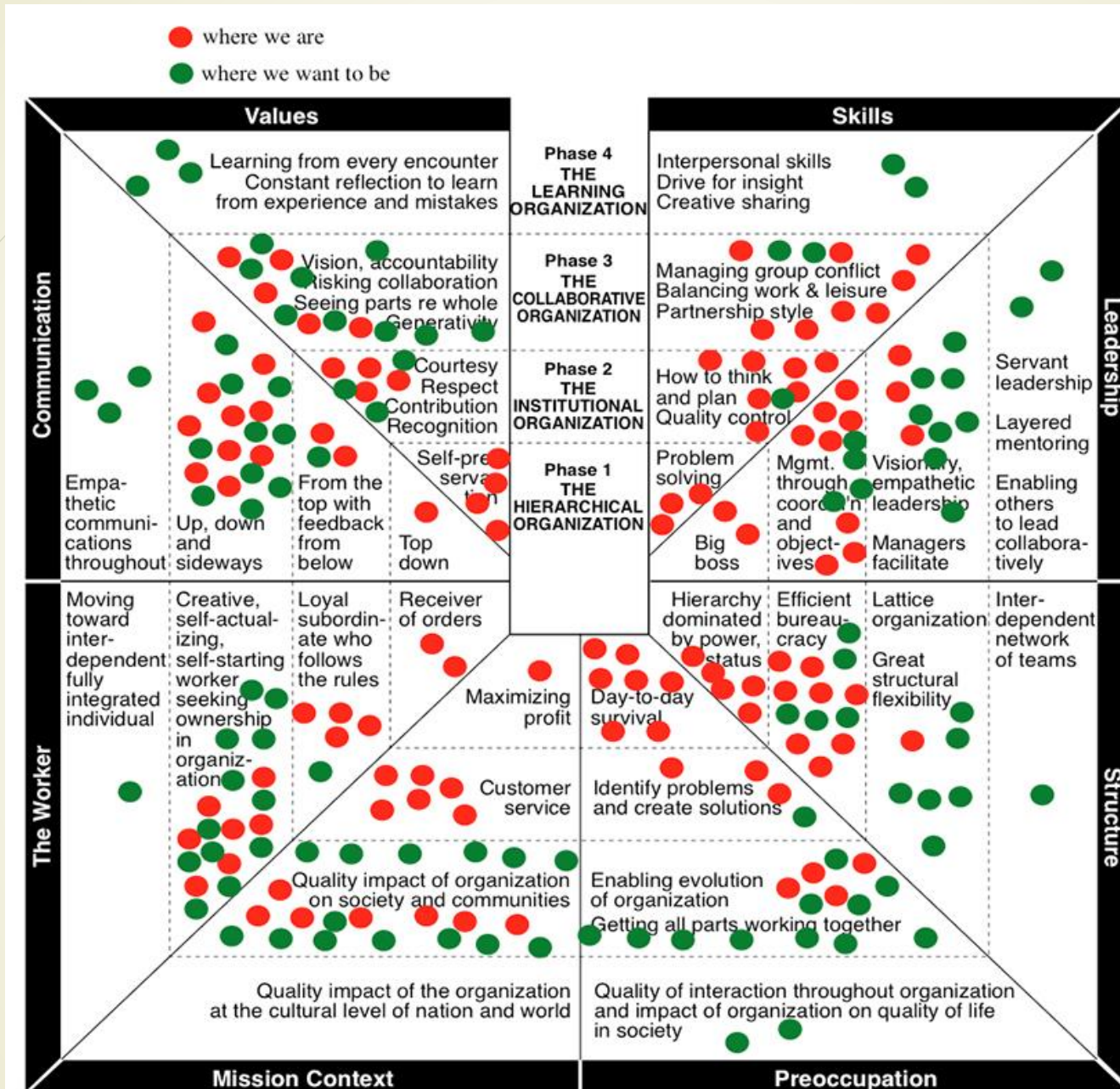
Как только разноцветные пункты размещены на постере, как правило появляются новые мысли



“Хмм... что это говорит нам о том, где мы находимся как организация сейчас?”

“Хмм... что это говорит нам о том, где мы хотим быть как организация в будущем?”

Это не «пункто-кратия»
или множественное
«ГОЛОСОВАНИЕ».
Это позволяет создать
картину организации.



The Organization journey map (poll)



<https://forms.gle/a1J4gPt4t8u393xG9>





If you have any questions, feel free to contact us.

Bill Staples
Oleh Shapovalov
Alexey Svetlichny

Thank you!