

# Transformation Lighthouse – *Deploy & Execute Your Transformation Strategy*

## 1. Value Proposition

To grow and thrive in transformative times, leaders need to

- Develop and deploy a *shared understanding of Aspiration* and *winning logic*
- Develop and practice an *innovation mindset* and *skillset*, starting with senior leaders
- Deploy and manage transformation strategies using aligned metrics, and a tiered management system
- Anticipate and identify *blockers*, and quickly adjust activities.
- Develop *simple, visual governance* around new initiatives and innovations.
- Run and improve the business through *stable operating rhythms*

## 2. Benefits

- Articulate a *compelling future vision* to energize your entire organization
- *Deploy* and *monitor* your strategy through a tiered, connected management system
- Senior leader team develops a *shared understanding* through a regular cadence and easy-to-understand visuals.
- *Responsiveness* - monitor and adjust your strategy quickly
- *Balanced innovation portfolio*, good understanding of capacity and bottlenecks

## 3. How We Deliver Benefits

- Compelling, interactive case studies – learn by doing
- Demonstrations by leading FinTechs – see exponential technologies in action
- Executive panels, shared stories and experiences

## 4. Our Credentials

- Respected international practitioners and coaches
- Broad experience in Financial Services and major industries in great flux
- Senior advisors to leading international companies
- Extensive practical experience advising senior leaders in transformative technologies

## 5. Instructor(s)

*Pascal Dennis* – Strategy & Digital Transformation Sherpa, author, 4-time Shingo Prize winner



<https://www.amazon.com/pascaldennishdd>



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# Course Agenda

This workshop is offered both remotely, and in person, as a *full day, half day, four 2-hour sessions*, or as a *four-week lecture series*. We use a realistic business case study to enable participants to focus on what really matters: experience the principles, tools and practices that define the Digital Lighthouse framework.

## **Introduction: *What is a Lighthouse & why do we need one?***

- Why is alignment among senior leaders so challenging? Daniel Kahneman's work
- Fundamentals of visual management and Lighthouse design
- Introduction to tiered management systems and Strategy Deployment
- Two streams: Run the Business, Improvement the Business

## **Mindset & Skillset – *New Ways of Working for Executives***

- Rules of Engagement
- Core mental models
- Evidence-based management and the idea meritocracy
- Responsiveness – what if a tree falls in the forest and nobody's there to hear it?
- Metrics and deploying to the front line
- Physics of Flow – designing your Innovation Pipeline and governance

## **Designing Your Lighthouse – *Business Cases drawn from our coaching practice***

- Define aspiration and winning logic
- Develop strategic focus areas and corresponding metrics
- Design Lighthouse
- Develop operating rhythms for Run the Business and Improve the Business streams
- Design tiered management system including metrics per tier
- Develop visual systems and operating rhythms for management system levels

## **Debriefing [Post-Case Study]**

- What helped you build this transformation strategy and Lighthouse, despite all the unknowns and constraints?
- Which process elements were the most / least valuable?
- If you were to tackle this problem again from scratch, what would you do differently and why?

## **Conclusion**

- Getting ready for your business environment
- Assess current senior leader governance around Run the Business, and Improve the Business.
- Assess enablers: Work, Management & Belief Systems
- Develop plan for Transformation Lighthouse and related management processes.

***Note: Our workshops are available in a range of flexible formats, both on-line and in-person, tailored to your needs. Please ask about available options.***