



AVENTIS
LEARNING GROUP

Applying Systems Thinking Approach to Organisational Transformation Using the WHAT Model

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Overview

Organizational transformation is the process of transforming and changing the existing corporate culture to achieve a competitive advantage or address a significant challenge.

It involves understanding of existing corporate culture using the WHAT model and to transition them to a desired culture that supports the desired strategy in order to achieve a competitive advantage or to address a significant challenge facing the organisation.

Learning Outcomes

By the end of the workshop, you will be able to:

- Identify existing corporate culture using the WHATTM Model
- Develop the Strategy through the 6P Model
- Establish Methodologies to move confidently from the Existing Corporate Culture to the desired state
- Provide a Structure that Ensures Continuity of the Desired Corporate Culture

Learning Methodology

- Lectures
- Case Study Discussions
- Group Presentations
- Games & Quizzes
- Video Presentations

Course Outline

DAY ONE

Chapter 1: The WHATTM Model?

- What is the WHATTM Model
- Applicability of the WHATTM Model
- WHATTM in Employee Engagement and Corporate Culture

Chapter 2: Strategy Development Process using the 6P Model

- Popular Strategy Development Process – BCS Matrix, McKinsey 7S Framework, Porter Generic Strategies, Balanced Scorecard
- What is 6P Model and its applicability to strategy development and organisational transformation
- Applying Systems Thinking approach organisational transformation

DAY TWO

Chapter 3: Transition from Existing Corporate Culture to the Desired State

Getting Buy-ins on the Corporate Strategy

Methodologies to Prepare for the Transition to the Desired State

- Personality Assessments & Analysis
- Skills Assessments and Enablement
- Technological Enablement
- Legal and Regulatory Considerations
- Communication Process

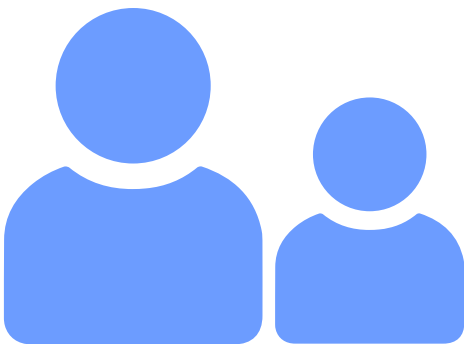
Chapter 4: Structure to Ensure Continuity of the Desired Corporate Culture

- Organisation Structure
- Control Mechanisms the SMART Way

Who Should Attend?

This course is suitable for:

- Senior Management
- Human Resource Specialists
- Corporate Development/Organisational Transformation Specialists
- Finance/Investment Specialists



Course Details



2 Day
9am - 5pm (Classroom)



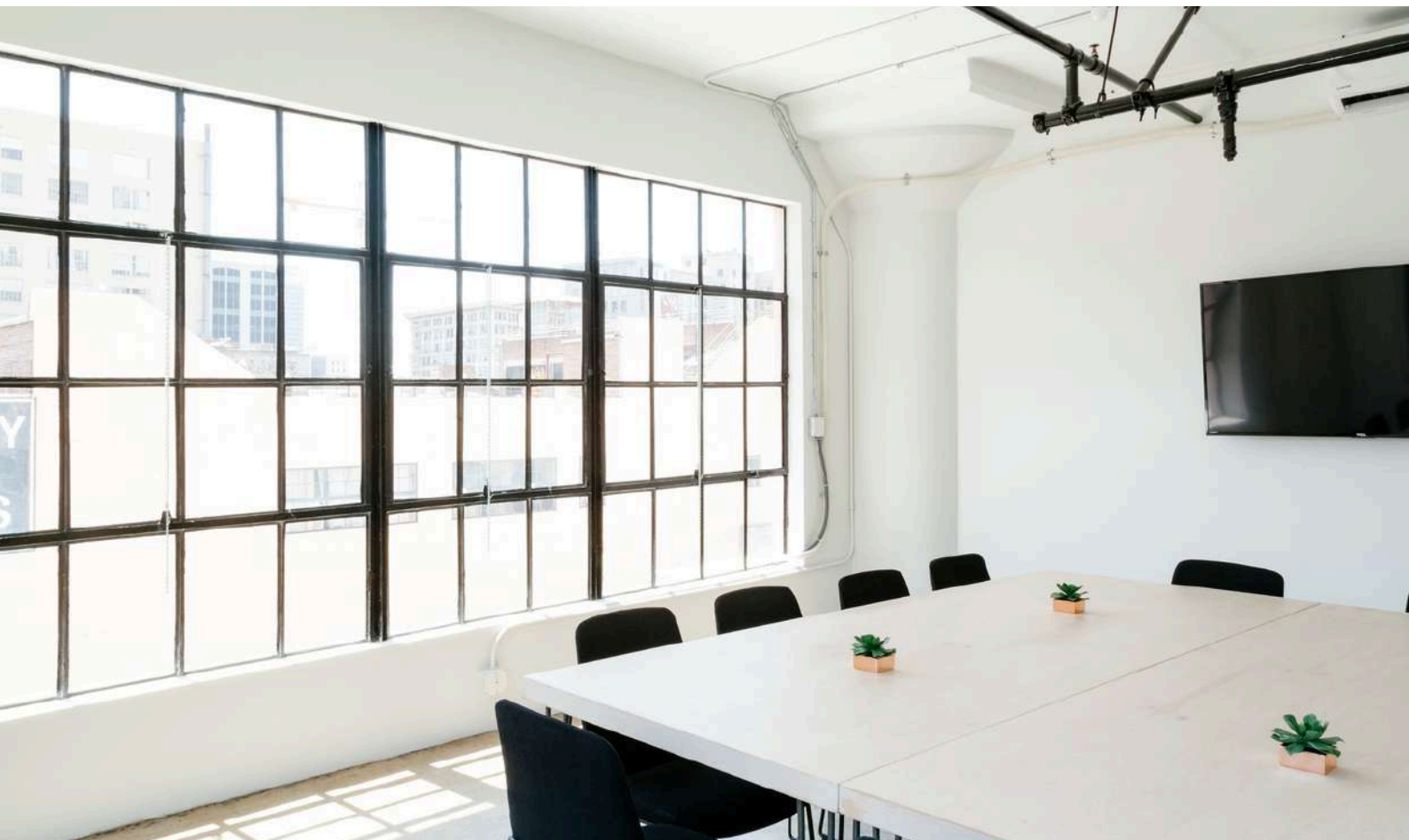
Classroom Learning at
Holiday Inn Orchard City
Centre



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\$1280 Before GST



Trainer's Profile



Christopher Fong

Chris has a distinguished career in strategic leadership and coaching that spans over 2 decades. He was appointed National Fellow to the Singapore Ministry of Social and Family and advised the total capability framework of the social service professionals to include mentoring sector leaders and those in the leadership pipeline. In addition, he was the Principal Researcher for the nationwide study on fathers at the workplace. His findings have impacted government and business organisations to review their current pro-family and work-life friendly policies. He has also trained sector leaders in multicultural issues in cross-cultural marriages and clinical case formulations from a multicultural perspective. He earned his Doctorate Degree in Professional Studies(Practice Research) in 2015 and is also a member of the prestigious American Psychological Association (APA).

As a strong advocator for practice-based research, Chris contributes actively by speaking at international conferences and is a thought leader on multicultural and diversity issues and its impact across organisational matrix and businesses. His evidence-based framework that measures culture has since been published and taught across various universities. As an international award-winning orchestra conductor turned psychologist, Chris brings a wealth of knowledge and experience from the concert hall to the corporate boardroom.