

# European Chapter: Focus Area

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- Dialogue and exchange focused on organizational transformations of global Corporations
- Differentiating transformation from large scale organizational change
- Fostering related learning experiences amongst peers, fostering a peer assist approach
- Developing our knowledge-base and experience
- Our workshops provide real-life consulting and action-learning opportunities for specific transformation challenges that participants face
- Discussing transformational aspects of communication, and leadership
- Sharing of related resources, such as insights from trainings attended, interesting books and reading lists
- 2 meetings per year, plus collaboration in-between meetings
- European Chapter is coordinated by a small team

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- **Next Meeting**
  - Scheduled for November 4<sup>th</sup>, 2011, and will be hosted by Cargill in Mechelen (near Brussels)
  - Please contact Stefan Bauer at [bauer\\_stefan@lilly.com](mailto:bauer_stefan@lilly.com) for details
- **Previous Meetings**
  - February 2011 at Deutsche Telekom, Bonn, Germany
  - March 2010 at ExxonMobil in Brussels, Belgium
  - November 2009 at Eli Lilly and Company in Bad Homburg, Germany

# AIMC Transformational Change Leadership Framework

Dimensions	Key areas	Activities		Scope	
				Enterprise	Project
<b>Transformation Program</b>	•Visioning	<ul style="list-style-type: none"> <li>•Scenario Analysis</li> <li>•Key Assumption Development</li> <li>•Business Model Analysis</li> <li>•Aspirational Vision Statement</li> </ul>		X	
	•Strategic Goal Development	<ul style="list-style-type: none"> <li>•S/W/O/T Analysis</li> <li>•Goal(s) Delineation</li> <li>•Goal Impact Mapping</li> </ul>		X	
	•Key Migration Steps & Implementation Imperatives	<ul style="list-style-type: none"> <li>•Strategic Change Lever &amp; Targeting Analysis</li> <li>•Strategic Performance Measurements</li> <li>•Project Prioritization Criteria</li> </ul>		X	
<b>Change Leadership Program</b>	•Situation/Gap Assessment (Questionnaire)	<ul style="list-style-type: none"> <li>•Project Planning Assessment</li> <li>•Project Management Assessment</li> </ul>		X	X
	•Enterprise Management Overlay	<ul style="list-style-type: none"> <li>•Enterprise Change Management</li> <li>•Project Portfolio Management</li> <li>•Integrated Competency Development</li> </ul>		X	
	•Project Planning & Start-up	<ul style="list-style-type: none"> <li>•Sponsorship</li> <li>•Change Positioning &amp; Orchestration</li> </ul>	<ul style="list-style-type: none"> <li>•Enablement</li> <li>•Project Planning &amp; Launch</li> </ul>		X
	•Project Management & Implementation	<ul style="list-style-type: none"> <li>•Sponsorship</li> <li>•Change Management</li> <li>•Engagement</li> </ul>	<ul style="list-style-type: none"> <li>•Enablement</li> <li>•Project Operations &amp; Implementation</li> </ul>		X
<b>Support Material</b>	•TCL Tools & Techniques	•65 Listed		X	X
	•Best Practice KBase	•Case Study Examples		X	X