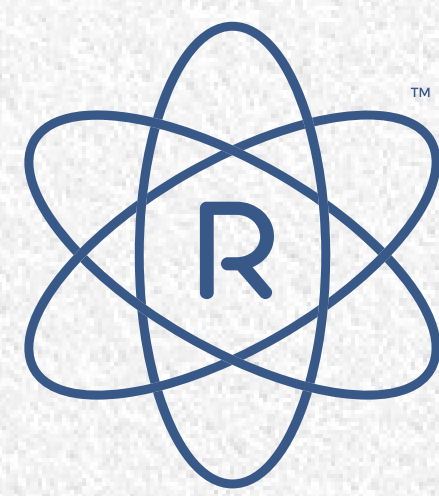
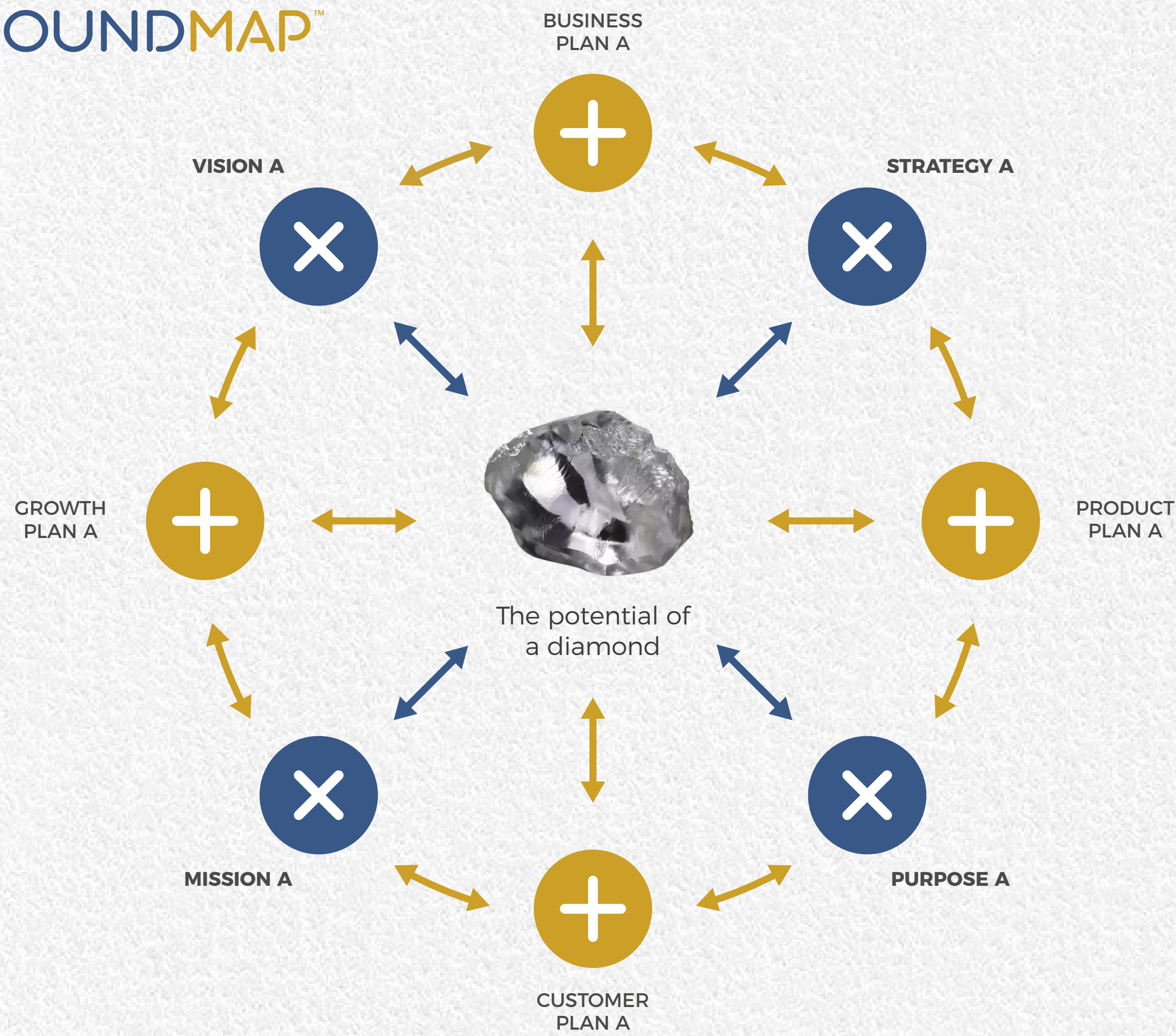


DRIVING EXCEPTIONAL GROWTH THROUGH
CREATING HIGH-PERFORMANCE TEAMS,
ORGANIZATIONS AND CULTURES BY



USING ROUNDMAP™ AND THE LIFECYCLE OF
POSITIVE CHANGE™ TO LINE UP FOR A FUTURE
THAT EXCITES, INSPIRES AND THRIVES

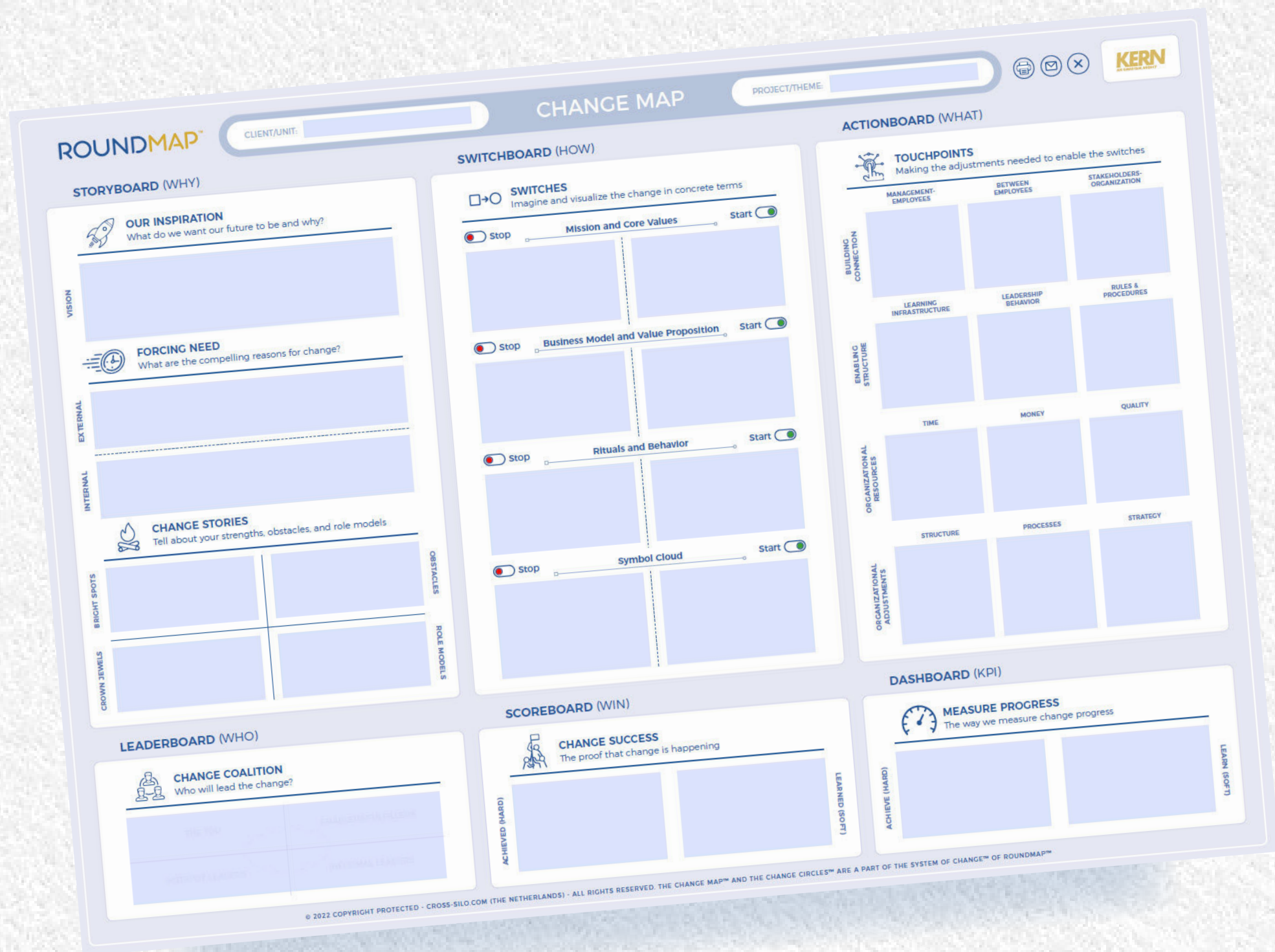
ROUNDMAP™



2. Explore New Possibilities

Organize a whole system discovery of strengths
to build the positive core from which to expand the
realm of possibilities to imagine and co-create
a healthier and more prosperous future.

*“We can analyze the past, but we need to
design the future.” — Edward de Bono*



Organizational, Cultural, and Behavioral Change Map

4. Future State ROUNDMAP (B)

Transition from A to B to build an aligned, highly engaged,
committed, accountable, generative, emotionally intelligent,
and result-driven organization with the agility and resilience
to continue to create and seize growth opportunities.

*“Building a visionary company requires one percent vision
and 99 percent alignment.” — James C. Collins*

CROSS-SILO+

While robust and consistent revenue growth is one of the surest signs of a thriving enterprise, ever since the financial crisis, the world's largest companies have been growing at half the rate they did before 2008. With a slowing global economy, rising inflation, and geopolitical uncertainty, growth may become more elusive still.

According to McKinsey, business leaders need three core elements to secure future growth: (1) a bold aspiration and accompanying mindset, (2) the right enablers embedded in the organization, and (3) clear pathways in the form of a coherent set of growth initiatives.

ROUNDMAP™ and The Lifecycle of Positive Change™ offer a holistic framework to design, develop, and direct a future-fit enterprise and a signature approach to organizational change. Besides McKinsey's three core elements, leadership must offer clarity of vision, strategy, purpose, and mission and an emotionally safe environment to align and leverage its strengths from an engaged, committed, accountable, and result-driven workforce.

1. Current State ROUNDMAP (A)

Map your current operation, including your vision,
strategy, front- and backstage competitive advantages,
mission, core values, management system, unique
selling points, development plans, etc.

Lifecycle of Positive Change™ (Change Inward, Upward, and Onward)



3. Change Action Plan

Make a detailed description of what needs to
be preserved and what needs to change, to turn
possibilities into seizable opportunities by
aligning and leveraging strengths.

*“The task of leadership is to create an alignment of strengths
in ways that make a system's weaknesses irrelevant.” — Peter Drucker*

