

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



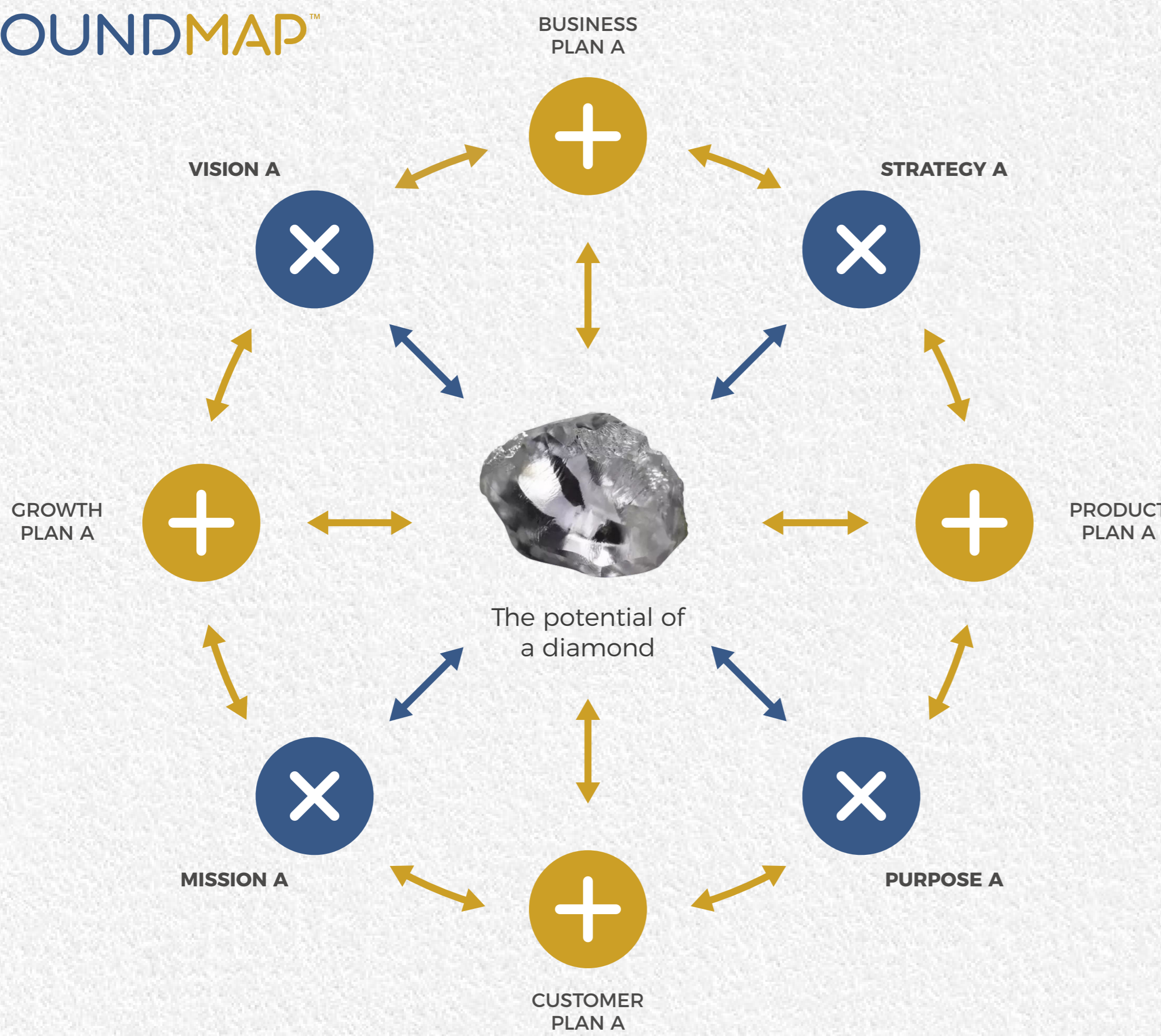
USING ROUNDMAP™ AND THE LIFECYCLE OF POSITIVE CHANGE™ TO LINE UP FOR A FUTURE THAT EXCITES, INSPIRES AND THRIVES

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.

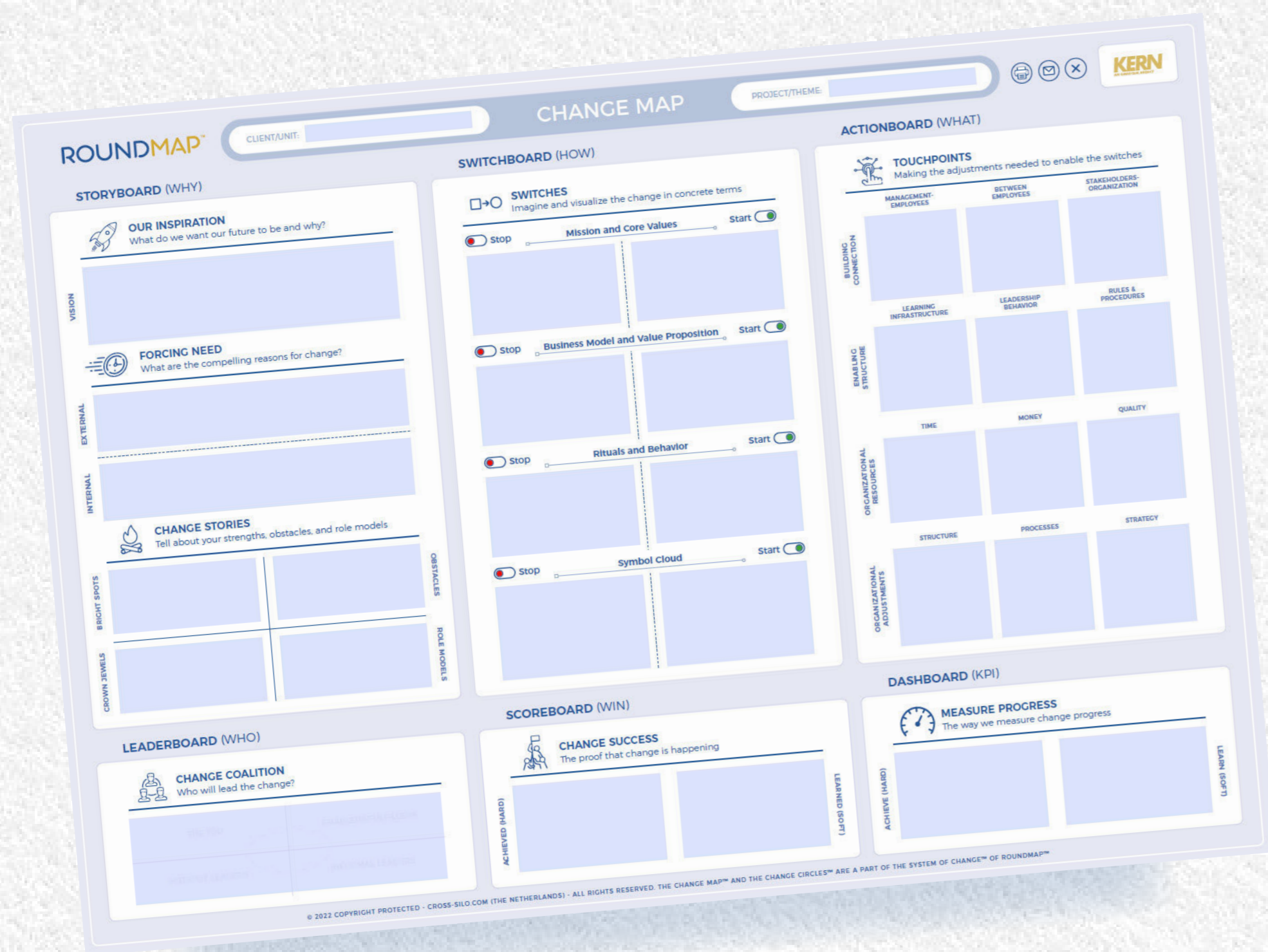
ROUNDMAP™



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



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

