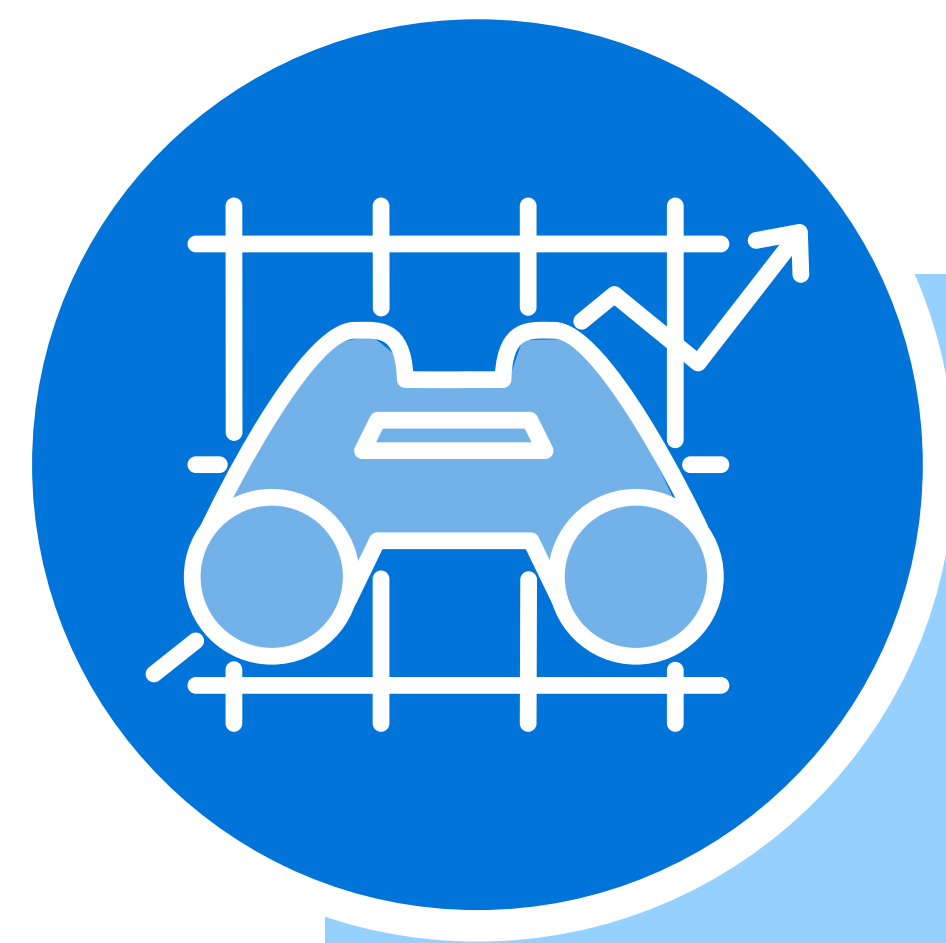


WHAT IT MEANS TO SHIFT THE ORGANIZATIONAL MINDSET



As the context and conditions in which organizations operate shift...

from:

to:

Organization
As the Focal
Point

Ecosystems &
Cross-Organizational
Collaboration

Shareholder
Focus

Stakeholder Focus

Formal Roles &
Hierarchies

Autonomy, Self-Organization &
Democratization

Planned &
Predictable

Agile, Adaptive & Innovative

Profit-Driven

Value-Driven



...organizational mindsets and ways of working need to shift...

from:

to:

Silo
Orientation

Enterprise Optimization &
Cross-Business Unit
Collaboration

Narrow
Focuses

Systemic, Big Picture Thinking

Internal Focus
"Inside Out"

Value & Customer/Stakeholder
Focus "Outside In"

Technology
& Solution
Focus

Business Focus

Execution
Focus &
Doing Things

Slow Down to Speed Up &
Doing the Right Things



transformation

