



## Business Transformation Overview and Solutions



Business transformation planning is about more than just “changing the business”. An additional focus must be placed on creating and providing change activities for running an organization in the long term. This combination will make a BTF more powerful and effective.

A Business Transformation Framework should significantly increase the likelihood of lasting change and help organizations to:

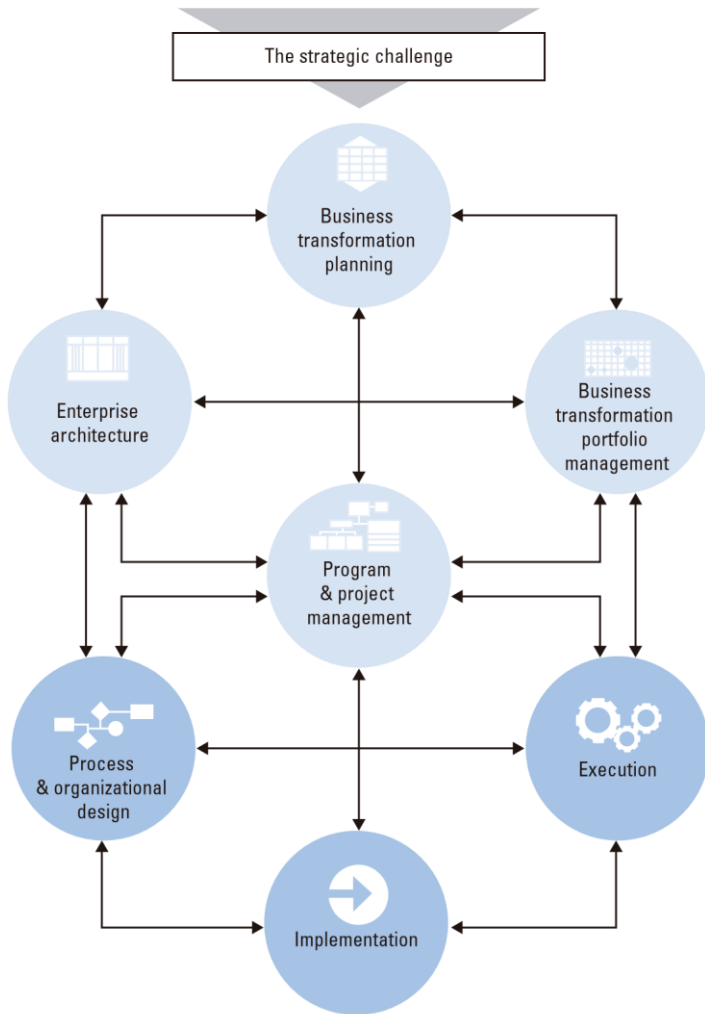
- Combine change activities in the run & change organizations and merge them into a single plan
- Create the optimal project portfolio with limited budgets and resources

- Provide senior management with support in prioritization and decision-making and then explain this to the rest of the organization.

The integral approach and the required cooperation during setup make a major contribution to this. It is more than just changing the processes, or just the strategy, or just IT. It is all about the interrelationships and dependencies. Drawing up a business transformation plan provides much more benefit than just the product: the business transformation portfolio. In addition, drawing up a business transformation plan is not an end in itself: it is a tool. The Business Transformation Framework supports the structured and integral translation of strategy into a project portfolio. You should also dissuade people from skipping ahead to drawing up the project calendar, because you would miss the added value of the preceding steps.

### Understanding & the Creation of a Business Transformation Framework

1. The BTF is an excellent tool for organizational change
2. Strategy to a specific BTF Plan (Step-by-Step)
3. Distinguishing between the four aspects of running a business makes complexity manageable
4. A good planning process paves the way for successful organizational change
5. A good Business Transformation plan is the single best management tool for implementing a Business Transformation portfolio
6. Tips for getting started with the Business Transformation Framework
7. Creating USE CASES for Business and Business Transformation



As you can see from the Novius Business Empowerment Framework, the Business Transformation Framework is used to develop a business transformation portfolio. Changes (of the first and second orders) are largely brought about in the form of programs and projects. Programs and Projects yield results that need to be implemented in the organization.

Figure o.1 The Novius Business Empowerment Framework

The table below gives a number of examples of commonly used methods and techniques for the other disciplines in the Novius Business Empowerment Framework.

Discipline	Examples of methods and techniques
Enterprise architecture	Novius Architecture Method, TOGAF/ArchiMate, DYA
Portfolio management	MoP* (Management of Portfolios)
Program and project management	PRINCE2, PMBOK Guide, IPMA's ICB, MSP
Process & organizational design	BPMN, UML
Realization	Agile, Scrum

Business Transformation Framework Health Check

Meta Management	Orchestration of Individual Disciplines: Guidelines, Leadership, Culture, Values and Communication						
DIRECTION			ENABLEMENT				
Strategy Management	Value Management	Risk Management	Process Management	Program/Project Management	IT Transformation Management	Organizational Change Management	Competence & Training Management
As-Is-Data Collection	Baseline Analysis	360 Strategic Risk Management	Determine Scope Analysis	Program Planning & Governance	Business IT Capability Assessment	Set-up & Governance	Competence Strategy
Analysis of Needs & Maturity Level	Value Estimation	Risk Identification	From Template to Bespoke Inventory	Program/Project Integration Management	To-Be Analysis	Stakeholder Management	Training Need Analysis
Design Business Vision	Detailed Business Case	Risk Evaluation	Identify Improvements/add Attributes	Program/Project Scope Management	Gap Analysis	Change Agent Network	As-Is Analysis
Integrated Transformation Plan	Plan Benefit Realization	Execute Risk Management	Plan Process Implementation	Program Quality Management	Solution Architecture Design	Performance Management - Project Team	Curriculum Development
Business Case	Execute Benefit Realization	Risk Monitoring & Reporting	Implement Processes	Program Human Resource Mgmt.	IT Deployment Plan	Performance Management - Business	Training Preparation
Organizational Model	Review & Evaluate Results	Risk Management Review	Evaluate Processes	Program Procurement Management	IT Operations & Service Optimization	Change Readiness Assessment	Training
Risk Analysis	Establish Potentials for Further Improvement	Risk Management Improvement	Establish Process Improvement	Program Reporting	IT Lifecycle Management	Change Monitoring	Evaluation & Improvement