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A Handbook of BUSINESS TRANSFORMATION MANAGEMENT METHODOLOGY



EDITED BY

Axel Uhl and
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A Handbook Of Business Transformation Management Methodology

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A Handbook of Business Transformation Management Methodology Dr Axel Uhl, Mr Lars Alexander Gollenia, 2012-10-28 This book provides an integrative Business Transformation Management Methodology the BTM with an emphasis on the balance between the rational aspects of transformation and the often underestimated emotional readiness of employees to absorb and accept transformation initiatives The BTM is a response to the limitations of single methods and management approaches that have always been adopted separately from each other Comprising four phases Envision Engage Transform and Optimize the methodology integrates discipline specific technical and methodological expertise from transformation relevant subject areas The BTM provides guidance and support for transformation projects by bringing together the disciplines of Meta Strategy Value Risk Transformational IT Program and Project Organizational Change Business Process and Competence and Training Management While Strategy Value and Risk Management set the course for a business transformation the other disciplines enable the transformation process The Meta Management discipline is a novel approach that aims at orchestrating the application of all BTM disciplines It incorporates topics such as business transformation culture values and communication as well as formal and informal structures and roles needed for a successful transformation approach Additionally a wide range of theory is discussed to help understand the phenomenon of transformation with new insights from case studies that helped to develop the methodology that is offered here The BTM2 was developed by the Business Transformation Academy BTA The BTA is an innovative think tank that manages an interdisciplinary Thought Leadership Network operating under the auspices of the Business Transformation Services of SAP For the purpose of creating this holistic methodology the BTA brought together 33 international thought leaders from various management disciplines The result is a 360 degree view on what business transformation means and how to manage it successfully Therefore this handbook is intended for C level executives reflective managers and consultants and those with an academic interest in change and transformation management

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