

The Praemia Group™



A Transformational Leadership Journey Map:

An iterative process for reinventing the future



The Five Major Phases

1 Revealing the Current State of the Organization:
Assessing Performance, Culture, Mood and Core Issues

2 Hearing a Call From the Future:
Creating the Possibility of Unprecedented Results

3 Beginning the Journey:
Separating From the Status Quo

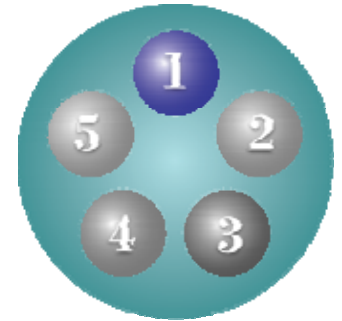
4 Grounding and Activating the New Vision:
Getting Strategically Key Players on Board

5 Realizing the Transformation
Quantitatively and Qualitatively:
Declaring Accomplishment, Satisfaction and
Completion

Revealing the Current State of the Organization

Assessing Performance, Culture, Mood, Issues

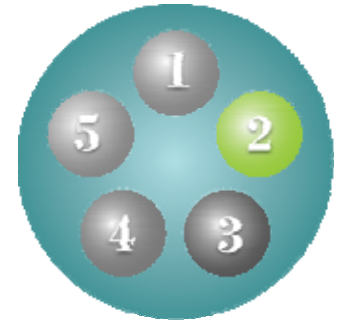
- Defining the “way it is” and what is possible today
- Expressing the deeply engrained interpretations, assessments, stories and conversations
- Surfacing the concomitant moods and emotions that are not often openly expressed



Hearing a Call From the Future

Creating the Possibility of Unprecedented Results

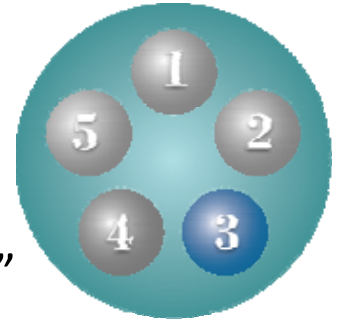
- Hearing a possible vision for the future that is compelling to leaders and their various stakeholders
- Creating a bigger game than is currently being played
- Building a future that serves a larger community



Beginning the Journey

Separating From the Status Quo

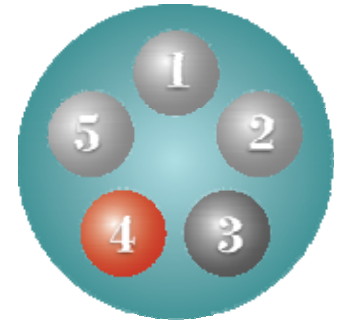
- Stepping into the power of: creation, observation, exploration, and expanded consciousness
- Challenging “what the leader knows to be true”
- Recognizing that both resistance and helpful synchronicities will occur
- Fulfilling the need to create a new paradigm – a new way of observing, thinking and doing



Grounding and Activating the New Vision

Getting Strategically Key Players on Board

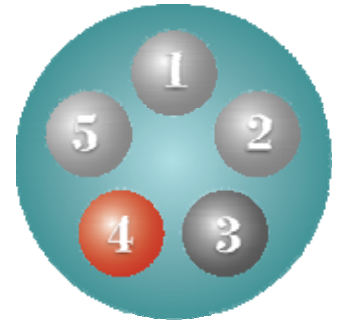
- This is where the vision takes shape and develops more clarity and “pulling power”
- Ideas are crystallized, people are mobilized, plans are designed, resources are committed
- The projects are the incubator for a new, sustainable culture – they anchor the vision in day-to-day actions



Activating the New Vision *continued*

Confronting the “Ordeal”: Entering the Belly of the Whale

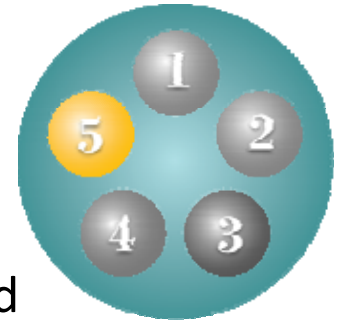
- Here is where concentrated action occurs and projects are undertaken
- Leader(s) confront obstacles and resistance as well as find guidance and assistance
- Expect normal cultural obstacles to be aggravated, people to be reactivated and some bad breaks to be experienced some of significant consequence
- At this phase, persistence is key – either a modified version of the status quo evolves or a new culture emerges



Realizing the Transformation Quantitatively and Qualitatively

Declaring Accomplishment, Satisfaction and Completion

- The leader acknowledges people and their successes – this is the time for insight and learning
- If the journey has been compromised, satisfaction at having undertaken it is tempered with quiet dissatisfaction and rationalization about the results
- But if the new paradigm or new culture has been created, this is a time for celebration as a new leadership confidence and capacity emerges
- In either case, learning and completion is possible in a way that allows for future transformational journeys



An Iterative Journey

- Life is not predictable. And rarely does a journey into the 'unknown' occur in a sequential and orderly manner.
- You could be in one phase and be flung backwards or forwards in your journey without warning.
- For instance, while in the throes of Separating from the Status Quo, you may have to recreate and regenerate the vision inherent in the 'Call for the Future'.)





Conversational Competence

- Praemia guides leaders through the transformational journey by considering an organization as a network of conversations
- Leaders gain mastery in **managing distinctive conversations in each phase** in order to make their organizational vision reality
- Following are some examples of these distinctive conversations

Conversational Competence *continued*

- 1** To Reveal the Current State
Conversations to create a **shared understanding of “What Is”**
- 2** To Share the Call From the Future
Conversations for **possibilities**
- 3** To Begin the Journey
Conversations for generating **new paradigms, fresh interpretations**, alignment and authentic commitment
- 4** To Activate the New Vision
Conversations for **enrollment and action**, including conversations that transform **breakdowns** into **breakthroughs**
- 5** To Realize the Transformation
Conversations for **acknowledgement and completion**



Appendix