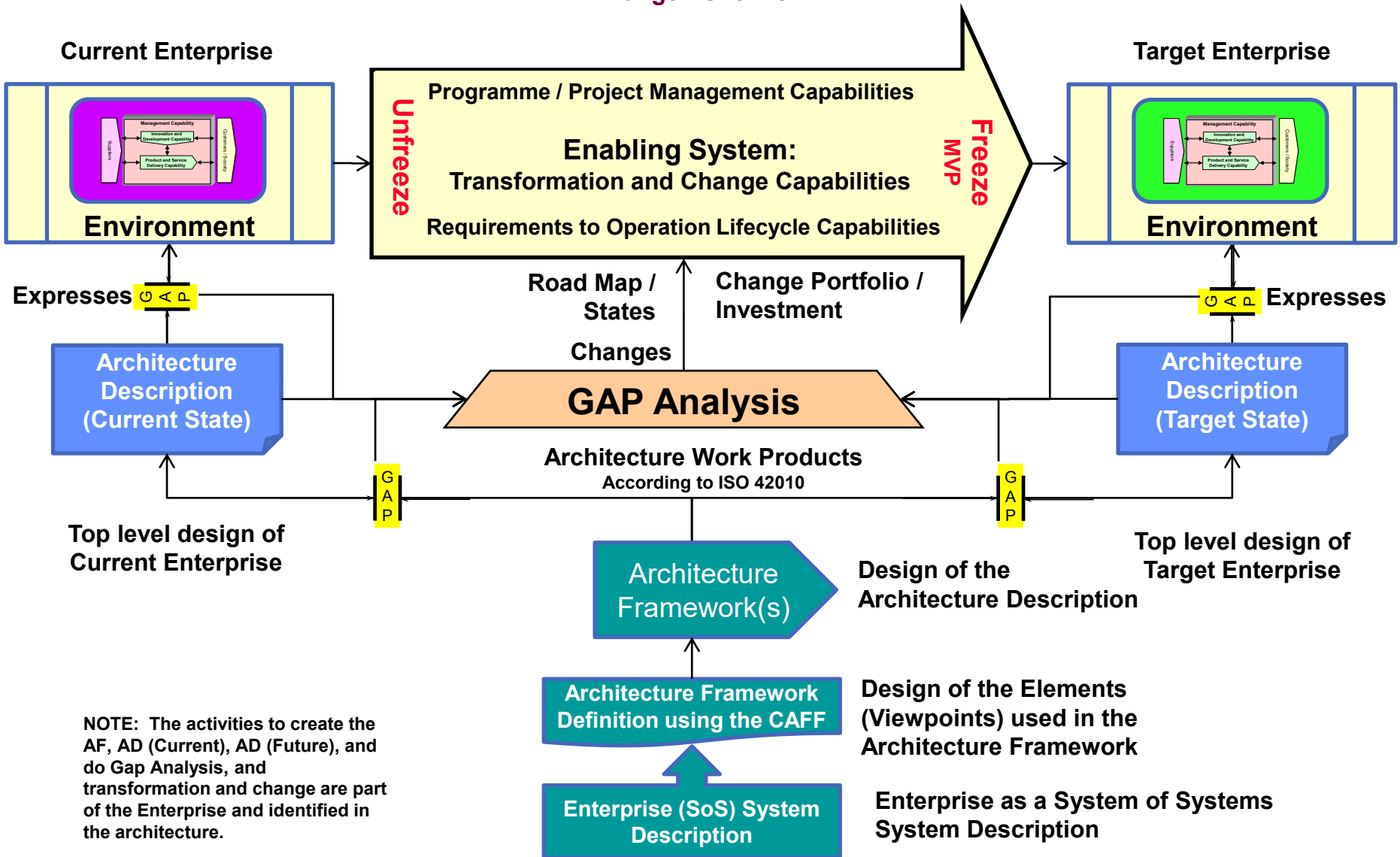


Enterprise Transformation and Change

Change: Overview

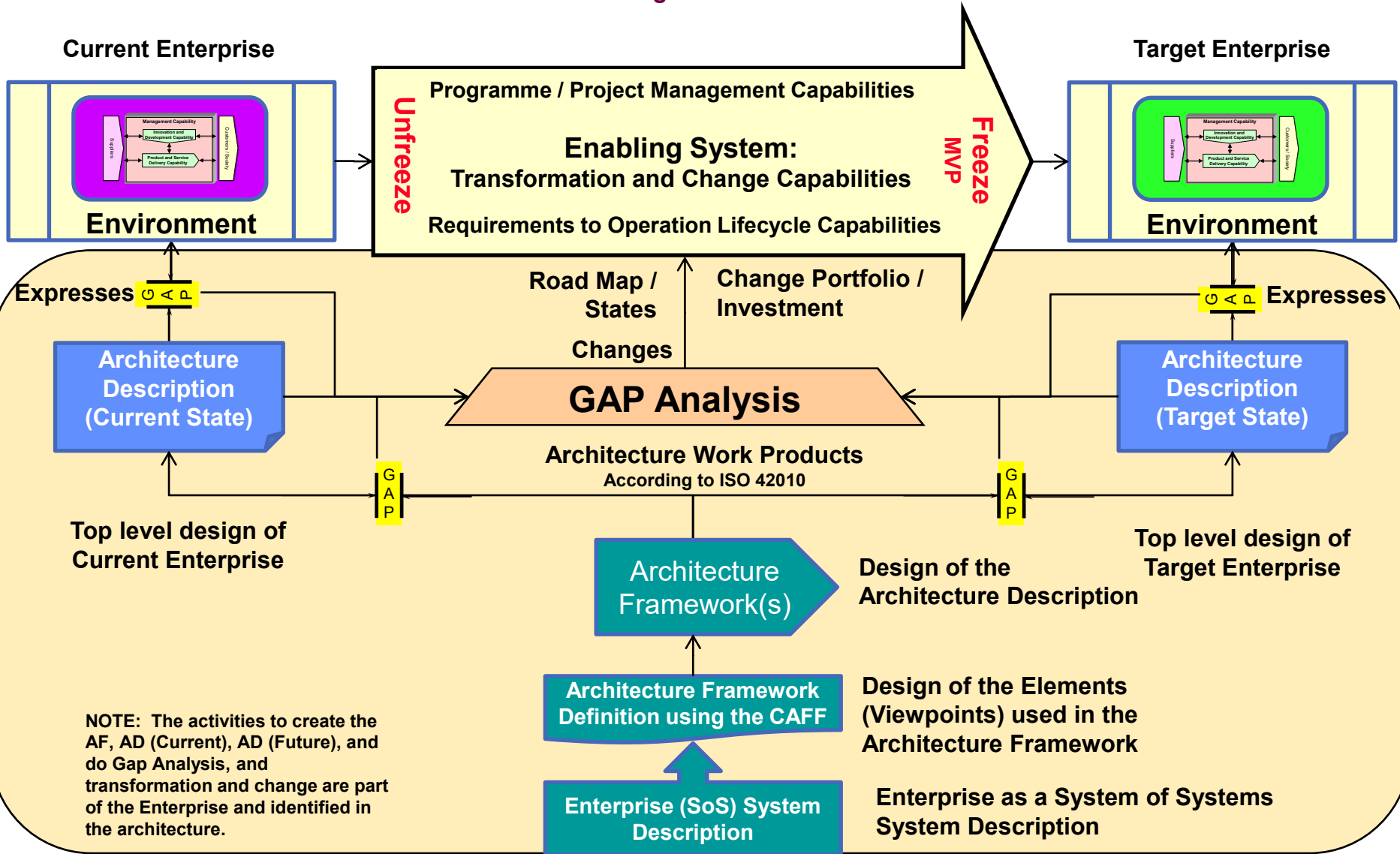


NOTE: The activities to create the AF, AD (Current), AD (Future), and do Gap Analysis, and transformation and change are part of the Enterprise and identified in the architecture.

Enterprise as a System of Systems

Enterprise Transformation and Change

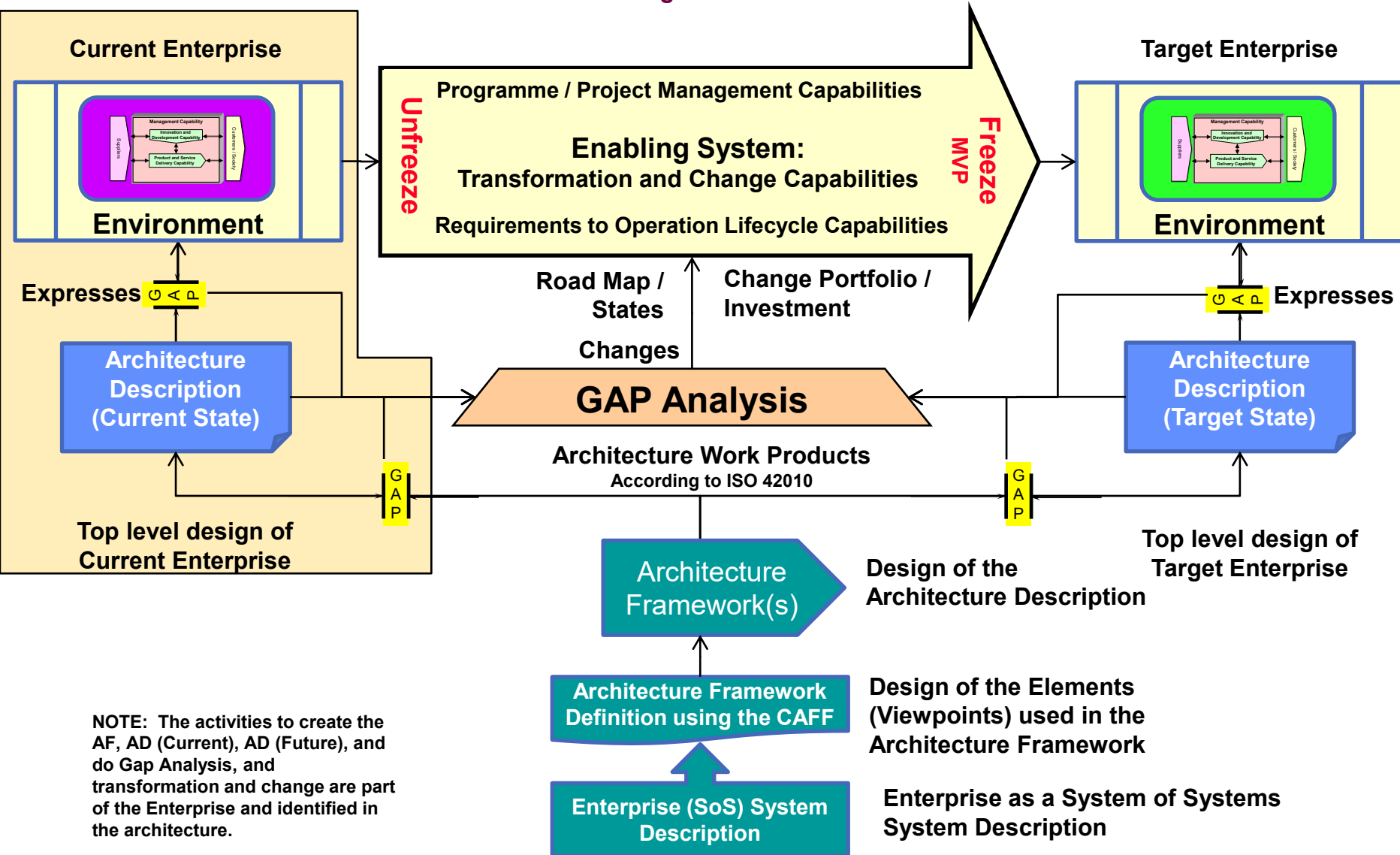
Change: Overview



Enterprise as a System of Systems

Enterprise Transformation and Change

Change: Overview

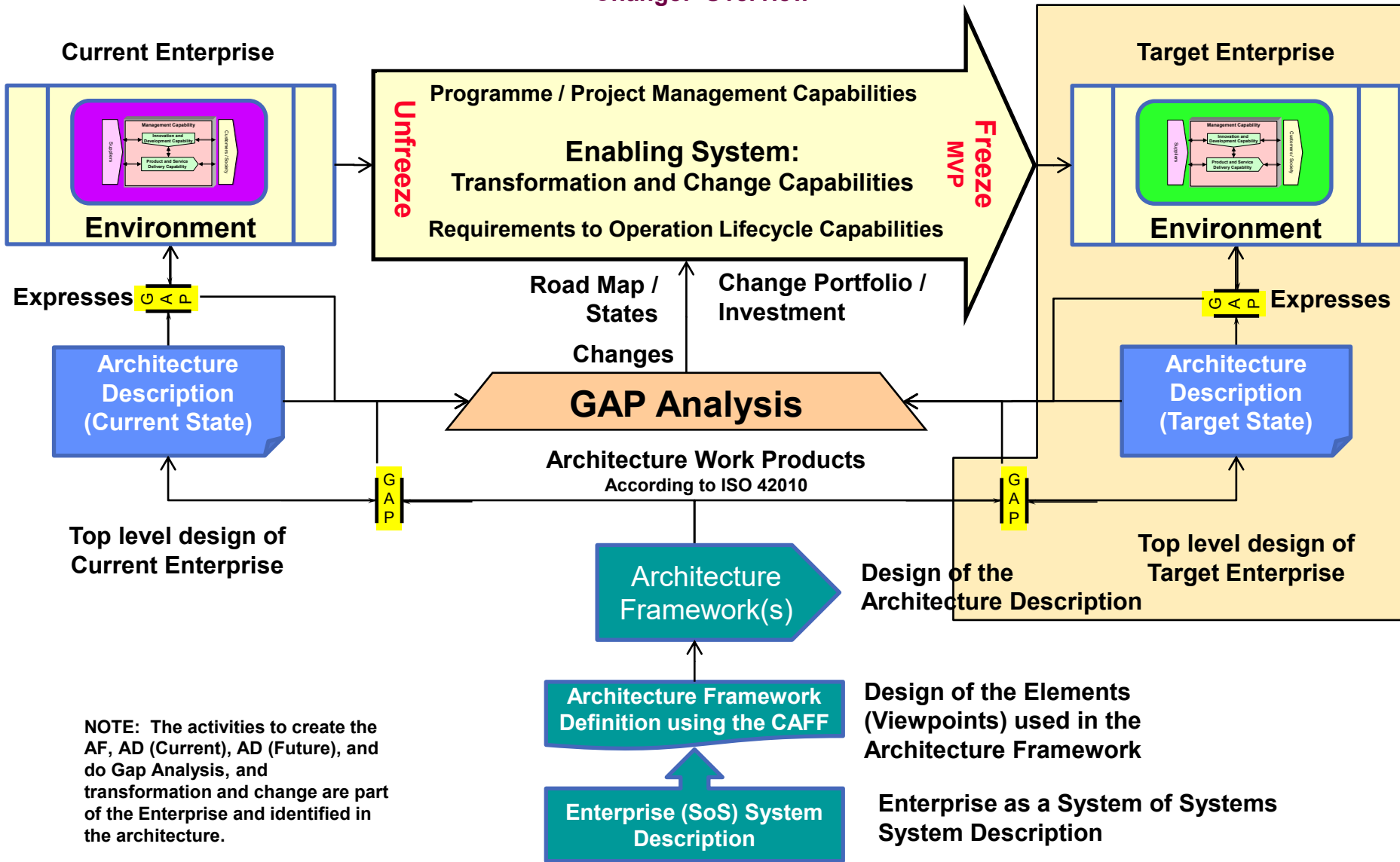


NOTE: The activities to create the AF, AD (Current), AD (Future), and do Gap Analysis, and transformation and change are part of the Enterprise and identified in the architecture.

Enterprise as a System of Systems

Enterprise Transformation and Change

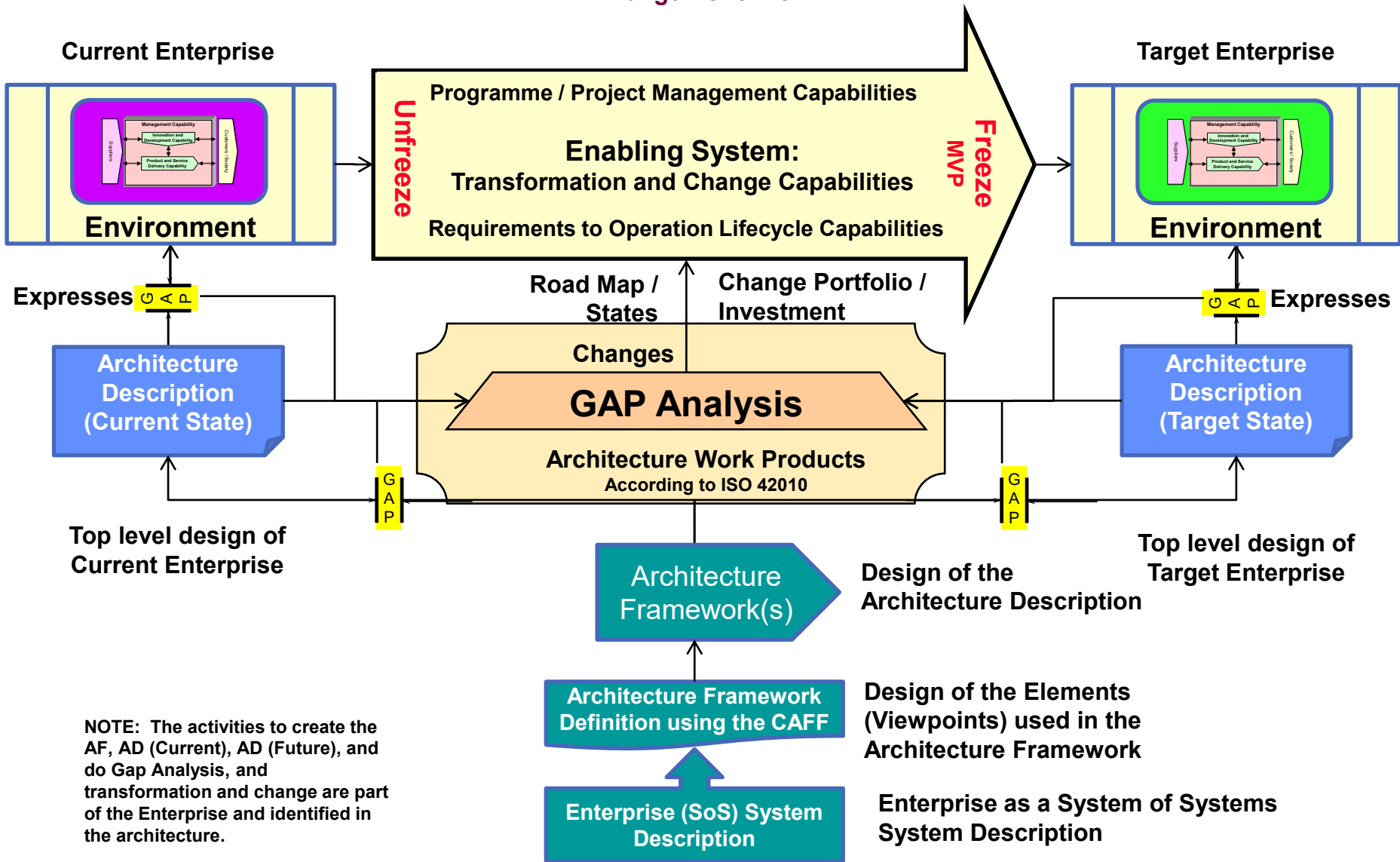
Change: Overview



Enterprise as a System of Systems

Enterprise Transformation and Change

Change: Overview

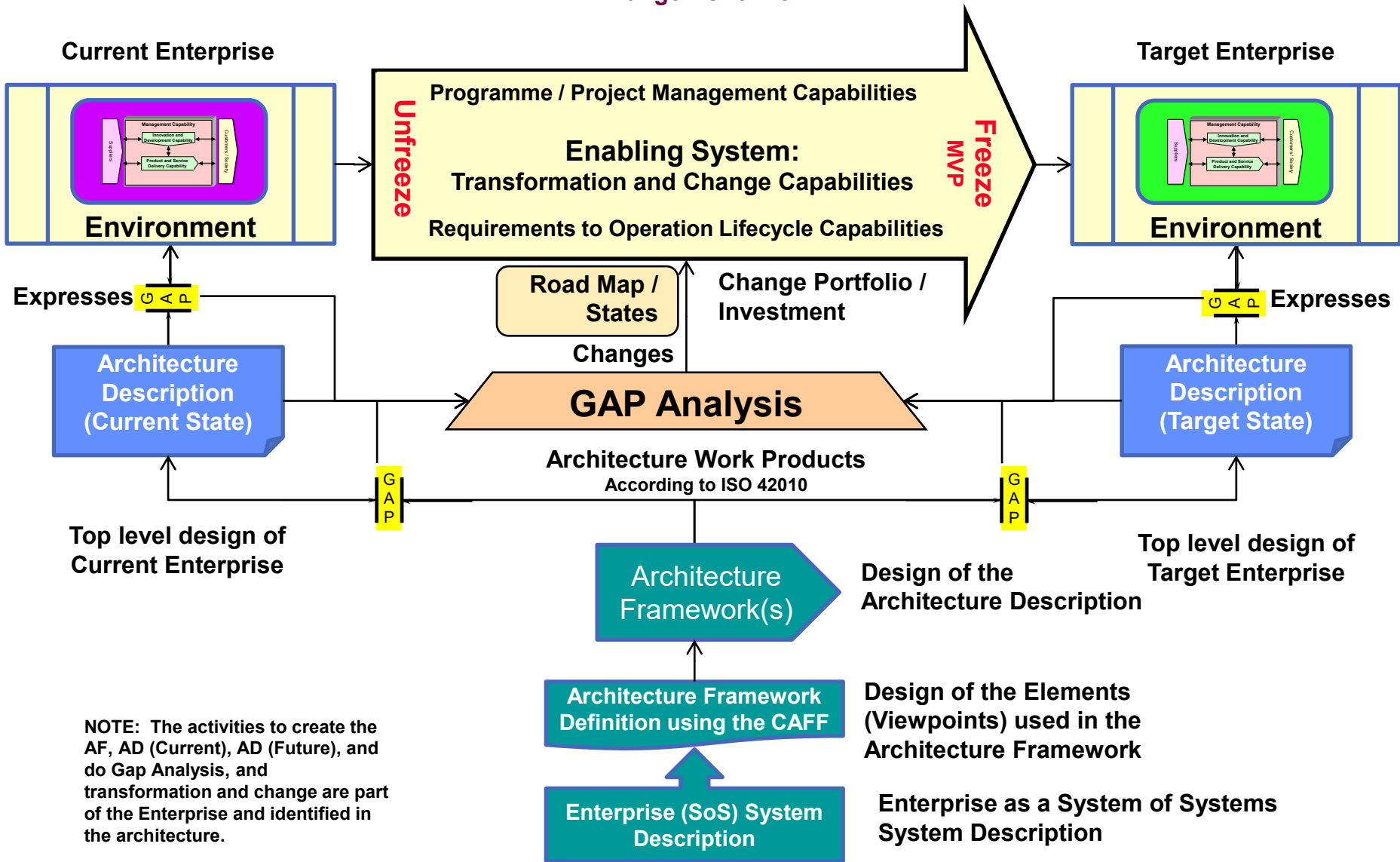


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Enterprise as a System of Systems

Enterprise Transformation and Change

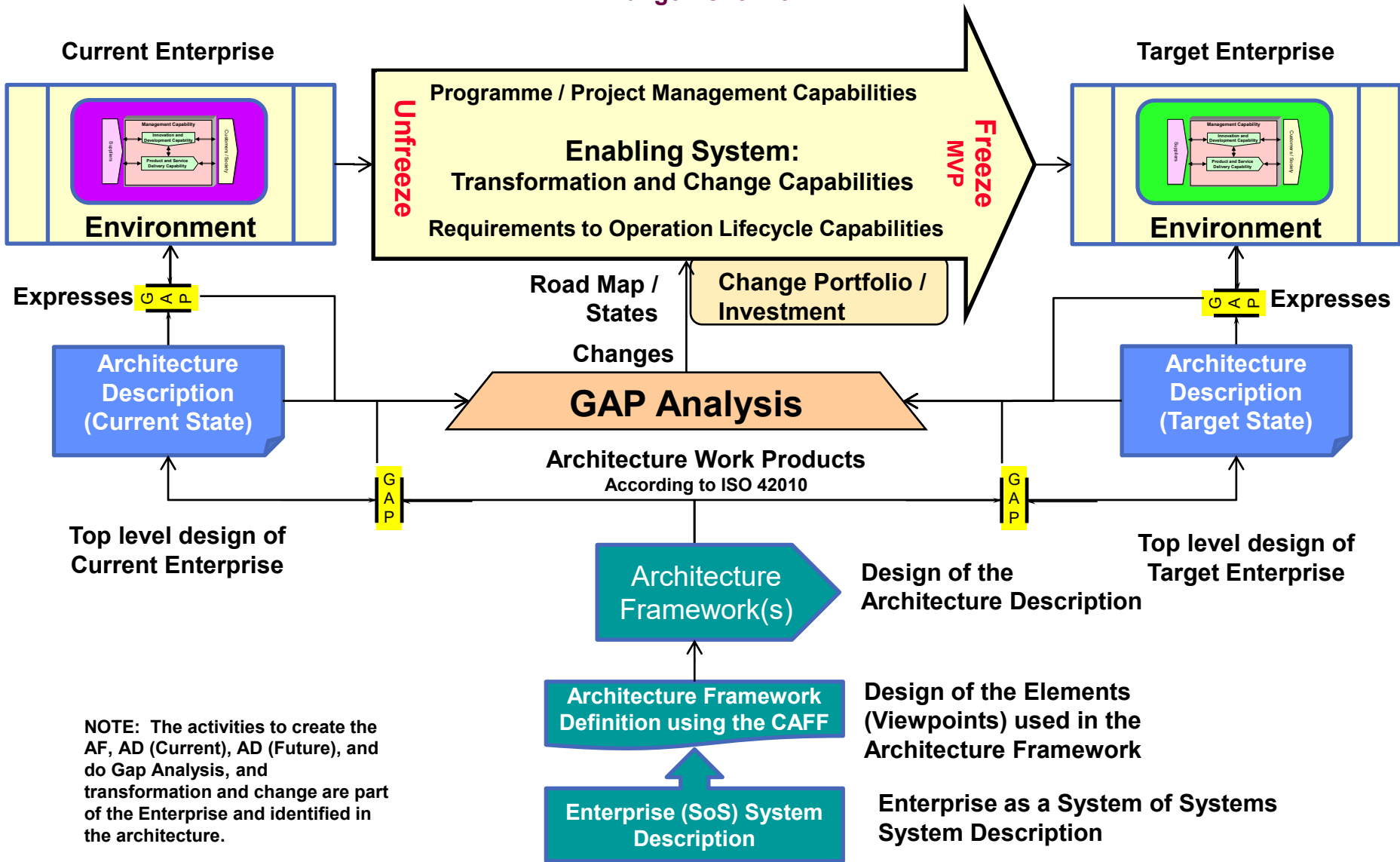
Change: Overview



Enterprise as a System of Systems

Enterprise Transformation and Change

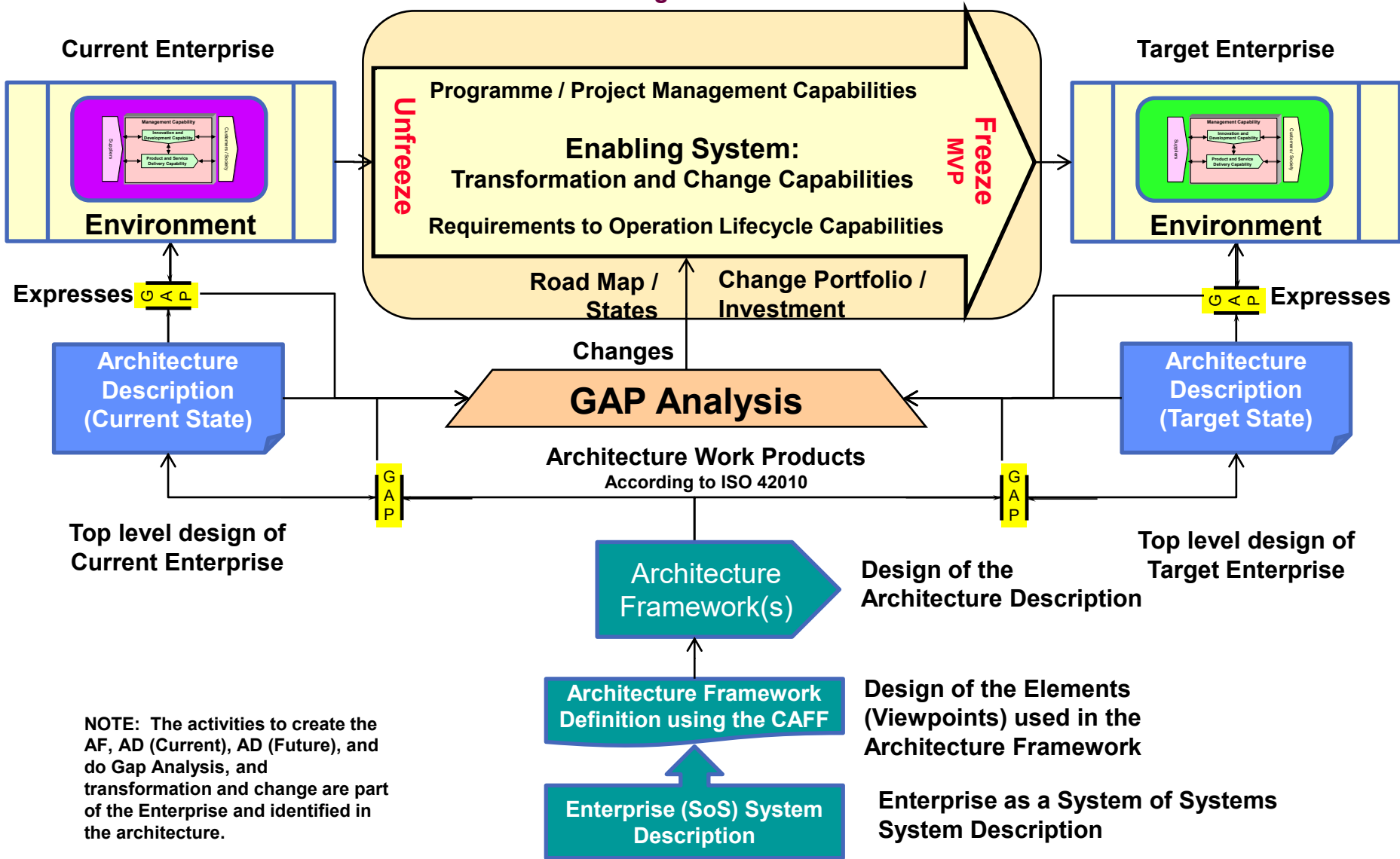
Change: Overview



Enterprise as a System of Systems

Enterprise Transformation and Change

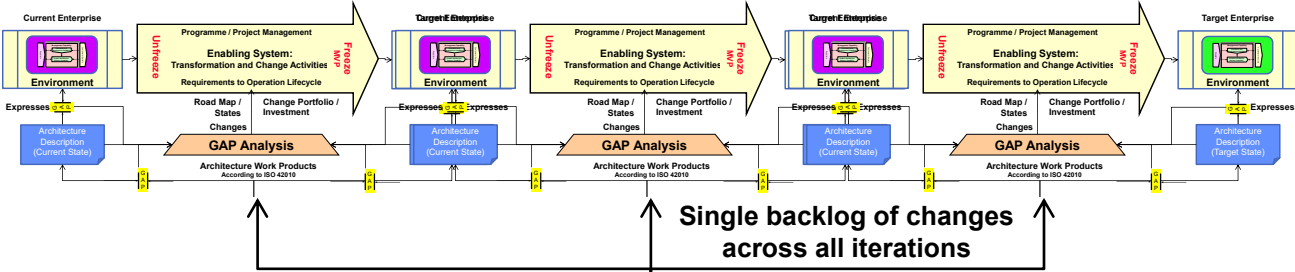
Change: Overview



Enterprise as a System of Systems

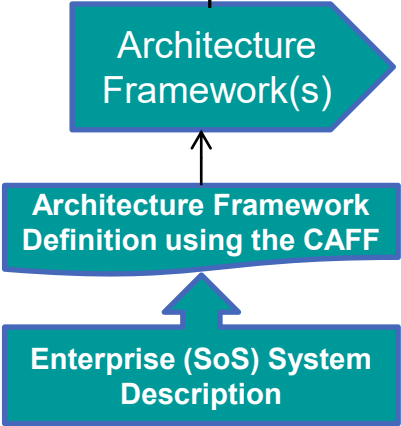
Change Iterations

Target State becomes the Current State



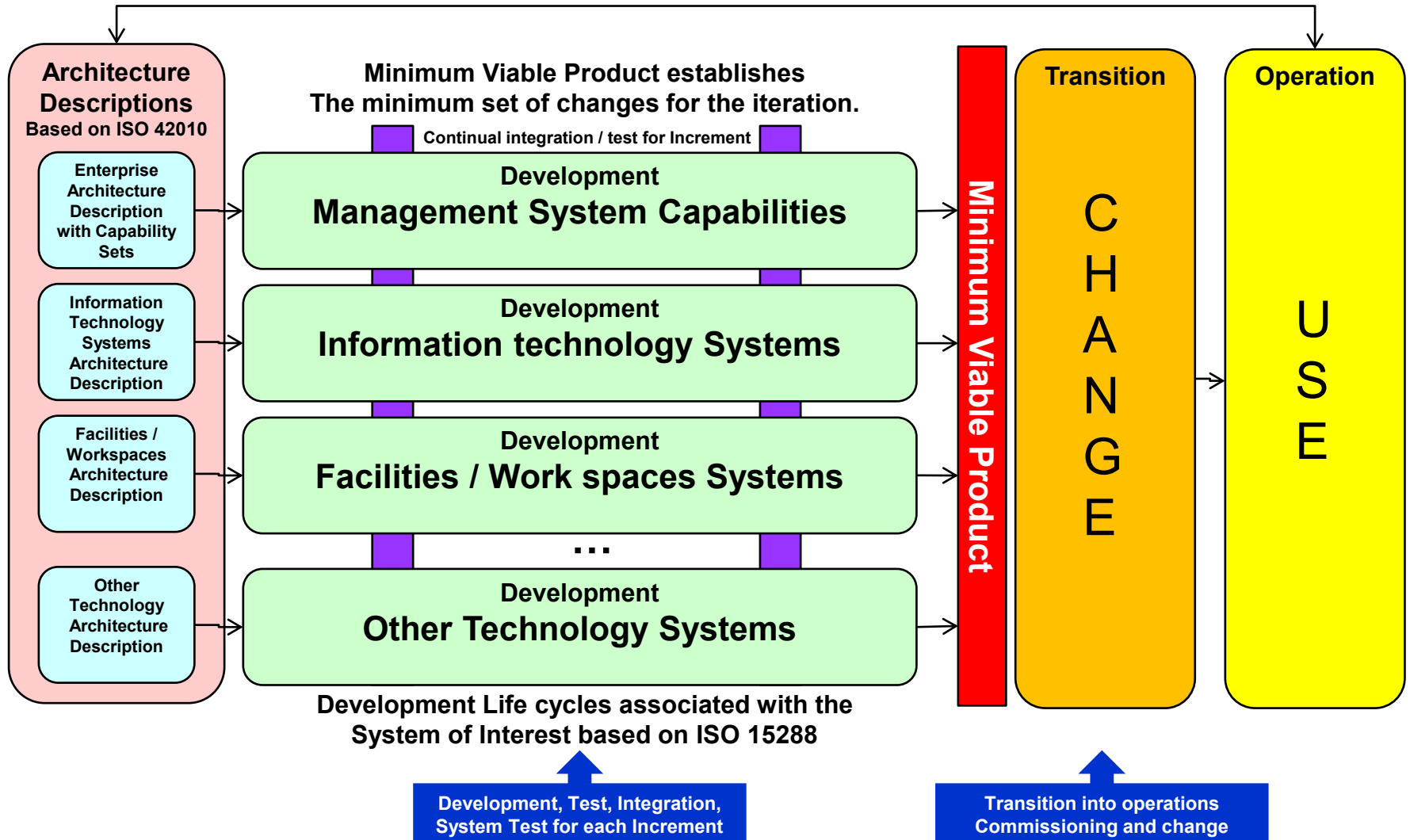
Single Architecture Framework For all iterations

Iterations may focus on different parts of the architecture



Iteration Pattern

Expresses the Target State

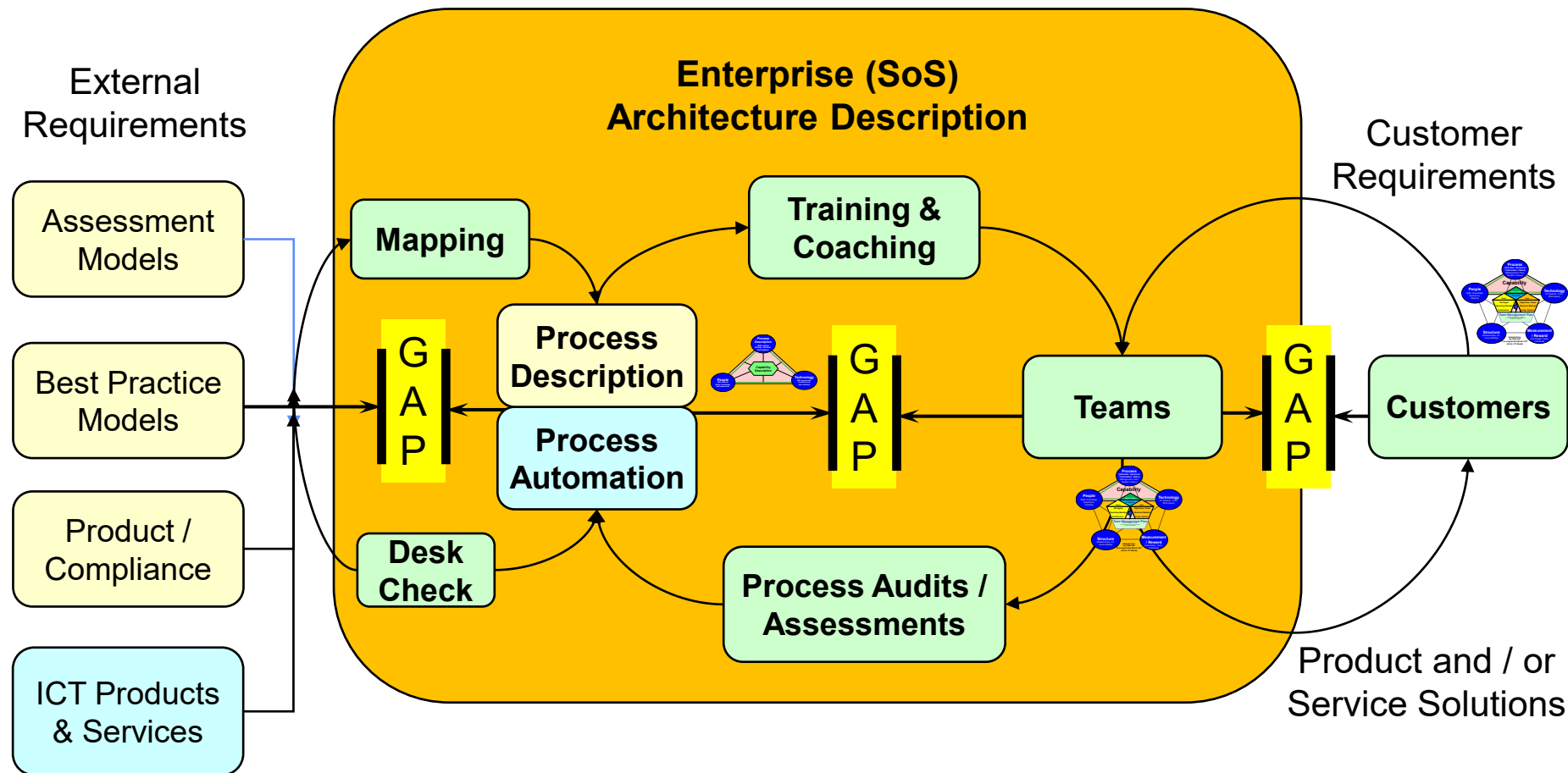


Realization Gaps

What you could do
(External)

What you say you do
(Process)

What you actually do
(Teams)



Maturity

Organisational

Optimizing
Change management
and Improvement
Quantitatively
Managed
Measured
Defined
Defined Process and
Co-ordination
Managed
Project Controls
Initial
Chaos

SEI Capability Maturity
Model Integration (CMMI)
Version 1.3

Individual

Expert
Writes books, gives lectures,
looks for ways to extend x
Master
has internalised x; knows when to break the rules
Journeyman
uses x naturally and automatically in job
Practitioner
ready to use x
Apprentice
has attended a 3 day seminar
Aware
has read an article about x
Innocent
has never heard of x

Ed Yourdon

Process

World-class
Continues to Improve
Error-free
Highly effective and Efficient
Efficient
Streamlined
Effective
Measured and meets Customer
Expectations
Understood
Working to Documented Process
Unknown
State not Determined

Business Process Improvement,
H. James Harrington

The *Change* Equation

$$\text{Change} = V \times D \times N > C$$

V = Vision of the end state

D = Dissatisfaction with current state

N = Practical Next Steps

C = Cost (Psychological and Financial)

All change comes from the inside!