

VisionScope Process

**Developing strategy, driving transformation
and managing change**

Janellis Australia Pty Ltd

VisionScope process

A powerful stakeholder engagement and communications tool for developing strategy, driving transformation and managing change

The *VisionScope* is the starting point in creating an organisation's strategic map for critical business initiatives, major change or transformation.

It is a framework that gives rigor to the development of a clearly articulated strategic and tactical plan and lays the foundation for establishing your vision.

Beyond strategic, financial or resource requirements, the *VisionScope* process is a powerful tool for initiating and fostering communication, collaboration, and consensus among key stakeholders within an organisation.

It is particularly powerful when the outcomes are dependent on input from a diverse group of people including representatives from vastly different parts of the organisation or external stakeholders who may not have worked together before.

What the *VisionScope* provides is

- > An assessment of current capability and the drivers for change
- > Operational consensus among key business stakeholders
- > Clarity on the vision and the alignment of initiatives to that vision
- > Development of a framework for change and a strategy to execute the vision
- > An indication of the risks or key areas of concern

The *VisionScope* provides a shared vision, set at the executive level that establishes simple, clear and concise business objectives including success criteria.

The process will build consensus on the way forward and maintain commitment that reflects and addresses key drivers, concerns and expectations of the Executive.

Engagement and consensus at the Executive level will provide the stewardship required to guide a transition program to completion and to maintain the priority and momentum along the way.

Driving transformation and managing change



The *VisionScope* is a four stage process that provides rigor and assurance that strategy, initiatives and project activity is aligned to the corporate vision.

Vision and *Scope* are two distinct concepts, and successful transformation projects require both. *Vision* is an unlimited view of the solution whereas *Scope* identifies the parts of the vision that the organisation or team can accomplish within its constraints.

A specialist transition program will provide the governance and assurance structure necessary to drive the change and embed capability.

VISION:

1. Identify key stakeholder groups
2. Determine drivers for change, *Vision* and success criteria
3. Analyse capability, systems, data, processes etc.
4. Benchmarking internally, Nationally and Internationally
5. Provide gap analysis to achieve the *Vision*

SCOPE:

1. Agree on an overarching framework/approach
2. Develop communications plans for key stakeholder groups
3. Agree in-scope and out-of-scope
4. Identify risks, constraints, assumptions and dependencies
5. Design transition program and governance structure

IMPLEMENT:

1. Setup transition program and governance structure
2. Develop tools, systems and processes
3. Conduct awareness sessions/training
4. Use scenario based modeling/exercising to develop capability
5. Measure capability against set criteria using surveys etc.

EMBED:

1. Align with KPIs and company management systems
2. Review program success against *Vision* and *Scope*
3. Benchmarking internally, Nationally and Internationally
4. Provide assurance to key stakeholders
5. Determine governance structure for transition back to BAU

About Janellis

Janellis have been working with leading organisations and government agencies to help execute strategy and build resilience since 1999.

We have niche expertise in working with executive leaders to help navigate through some of the most complex challenges, threats and opportunities their organisations are facing.

Our tools have been embedded into organisations in industries including: aviation; banking and finance; construction; education; emergency services; insurance; hydro; manufacturing; transport; telecommunications and utilities.

We work with the following organisations:
AirServices Australia; AMP; AON; AstraZeneca;
BT Financial Group; Commonwealth Bank;
Qantas; Queensland Rail; Hunter Water;
John Holland; Leighton Holdings; Lend Lease;
NSW Roads & Maritime Services; Macquarie Group; NSW State Emergency Service; Snowy Hydro; Stockland; Sydney Water; Transfield Services; Vodafone; and Westpac Banking Corporation.

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