



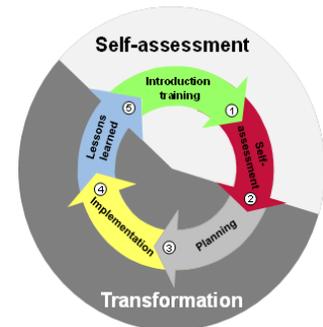
Engage. Business Change Alliance (BCA), under license from The Kaizen Company, is proud to offer you the **Organizational Self-Assessment & Transformation Program (OSTP)**.

OSTP is a change management, continuous improvement, program that enables ongoing realization of organizational excellence. Successful change management / continuous improvement require a long-term view plus the support of top management and engagement of the entire organization.

Educate. BCA will introduce this iterative program to qualified professionals and organizations. In essence OSTP is an internally driven assessment of the organizations strengths and deficiencies as specified by the organization. The list identifies specific issues the organization is ready to work on and recognizes as needing remediation.

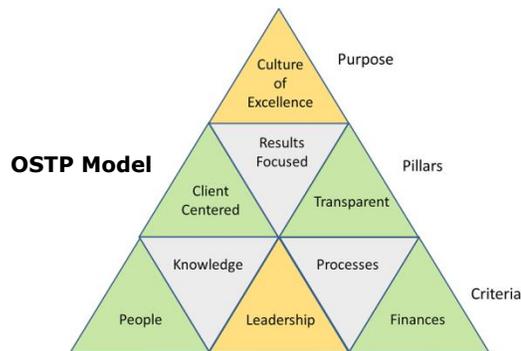
Enable. The OSTP process is divided into two stages:

- 1) Self-assessment
- 2) Transformation



Self-assessment is the starting point. The initial task of an organization engaged in change is to understand its current state. Then it identifies and prioritizes needs for reform by analyzing the self-assessment report.

The issues are prioritized and a rough cut business case is generated including cost, ROI and time. Guided by these reform priorities, the organization constructs and implements a detailed **Transformation Plan** that identifies key steps needed to realize reforms. The plan is deployed as a set of projects with specific objectives and timelines. As each project is completed, a post-project review is carried out to evaluate the result and that knowledge is cataloged to support the subsequent iterations. Then the process starts again with an internal assessment.



Empower. The objective of OSTP is to create an organizational culture of Excellence, defined as an organization that exhibits:

- Client Centered
- Results Focused
- Transparent
- Agile
- Highly collaborative
- Knowledge based with recognized process for acquisition and application of knowledge

The OSTP benchmark assessment of the organization focuses on the five key Criteria: Leadership, People, Knowledge, Processes and Finances. BCA works with the internal team to compile the Assessment Results into a report that is transparently distributed to the entire organization. The report acts as a foundation for ongoing transformation programs and change initiatives to improve company performance.

Need More? Visit www.businesschangealliance.org where you can download the OSTP Handbook. Or contact Mark Ragel, Director, Phone: +1 405-371-2933 or Email: markragel@businesschangealliance.org.

'Change is Here to Stay'