

DARE TO DREAM

BUILDING THE CAPABILITY OF
ORGANISATIONS TO BE FUTURE READY

OCT 17-19, 2018 (WED - FRI)

RITAMBHARA ASHRAM, KOTAGIRI

The Business Aligner (BA) is a simple but effective framework that enables a systemic and balanced understanding of an organization.

Through the BA one learns how to:

- Study the VUCA world
- Model the world as it changes
- Derive scenarios through dialogue
- Choose one's preferred narrative
- Conduct strategic dialogues
- Design strategic fitness
- Define aligned and convergent goals & actions for the significant role holders of the organization

VUCA* world demands dynamic strategizing

* Volatile, Uncertain, Complex and Ambiguous

To stay relevant and grow, one has to understand strategizing as an ongoing dialogue with one's context. One needs a framework to enable a vibrant but disciplined discussion between role holders of an organization so that a shared vision of the organization can emerge. Continuously monitoring and enhancing Strategic Fitness is the necessary condition for Sustained Business Excellence. The common tendency to view reality through predetermined categories and interpret them using sectoral expertise does not enable effective action. It can at best yield static strategies and plans.

The Business Aligner (BA) is a simple but effective framework that enables a systemic and balanced understanding of an organization.

- It provides an inside-out as well as an outside-in view simultaneously.
- It captures task issues, people issues, and the dynamic interplay of the changing context with the systemic capabilities of the organization.
- It tracks changes as they are cognised and help build dynamic responsiveness to emerging market realities.
- It highlights systemic inter-dependencies and triggers dialogues across boundaries with a catch ball approach.
- It allows if-then relationships to be developed and tested.

It is therefore a dynamic lens that enables one to capture changes as they happen and place them in relationship to one's world. One can therefore build a coherent narrative of the VUCA world through the Business Aligner.

BA captures four forces that impact an organization (business imperatives, market dynamics, innovations in the product/ process technologies, and imperatives of the members of the organization), thus enabling a modeling of this multi-stakeholder impact on the organization. One can then "play" with this model and develop multiple scenarios. These scenarios lead to informed dialogues and formulation of strategies which in turn, leads to goal setting that is convergent and aligned, and deployed with coherent actions.

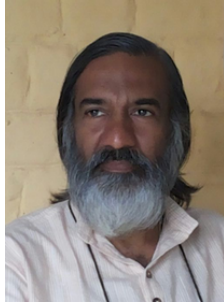
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Enabling leaders to internalise this frame work and view their action choices through this is very empowering. The BA is thus a necessary tool for a leadership coach.

Facilitator

Raghu Ananthanarayanan



Raghu is a Post-Graduate in Engineering from IIT, Madras. He is a leading consultant to several blue-chip companies - Indian as well as Multinational. He has devoted almost two decades to transforming the organizational culture of several leading organizations. He is a Founder member of Sumedhas academy for Human Context. Raghu has authored many books, most recent publications are "Leadership Dharma", and Organisation Development and Alignment" co-authored with Gagandeep Singh. Raghu has been intimately involved for more than a decade with three extraordinary teachers, namely, J Krishnamurti, Yogacharya Krishnamacharya and Pulin K Garg. His work revolves around helping individuals, groups and organizations discover their dhamma, and become the best they can be. This aligns with his own personal sAdhana.



Program Details

Ritambhara Ashram runs on donations. Please get in touch with us for more details.

We start at 11:00 AM on Oct 17th (Wed) and end at 4 p.m on Oct 19 (Fri)

Contact: sriram.sangeetha@gmail.com