

Change Management Office

Establishing 21st Century CMO's

Consciousness in Business Enterprise

REFORMING THE CHANGE MINDSET

- ▶ Validates subjective knowledge in sense-making and value creation.
- ▶ Fosters genuine connectivity between the knowledge worker and the knowledge culture.
- ▶ Establishes consciousness in business at the forefront of organizational development.
- ▶ Creates alignment with global citizenship values; and serves to actualize the company purpose in the world.
- ▶ New benchmarking approaches toward generative outcomes are required of the times.

Leveraging CMO visionary leadership and COP 'knowledge strategies' in the emergent paradigm of today's 'new physics'.

Standardized **Change Management Offices** are established across more than 20 diverse industries nationwide. Functional group COP correlates are representative of shared transformative power and co-produced 'knowledge strategies'. The CMO is an indispensable structural asset to facilitate organizational literacy (OI) through vision to actualization in uncertainty. The systematic application of generative knowledge, specialized tools, and expertise always precedes collective achievement in exceeding business goals. Emerging paradigms are the most appropriate to understanding continuous sense making. Unlocking the reformed CMO 'futurist mindset' can advance industry and innovation modeling, to position and align human capital to the science of 'new physics' today. To perceive correctly the emerging paradigmatic is to advance the researcher agenda. Functional groups operating at next level—within a transformational era of consciousness evolution. Consciousness in business enterprise parallels 'a right now' synthesis of evolutionary memes coalescent with the actualization of human potential 'knowledge strategies' via implicit business intelligence translation.

LINK CORPORATE PROCESS-STRATEGY

- ▶ CMO's serve as the conceptual framework for transformative corporate practices.
- ▶ Corporate headquarters is the embodied representative of organizational change.
- ▶ Empirical evidence about leadership modeling should be understood theoretically and in practice when linking corporate process to strategy.
- ▶ Linking strategy to a corporate process means setting the correct tone for the distribution of power and interests, and organizational justice.

HR ROLE SOCIAL DIALOGUE

- ▶ Local and global equitable identification exists across organizational membership.
- ▶ Social constructivist diversity/inclusion can advance dynamic transformational change.
- ▶ Both evolutionary and revolutionary change are critical to organizations remaining healthy and relevant.
- ▶ Optimized change agency is actualized as wholistic informed organizational literacy.



ORGANIZATIONAL READINESS

- ▶ Allows new core competencies, methods, tools, and techniques to emerge.
- ▶ Helps to develop an evolved capacity to grow and learn.
- ▶ Focus on discovering all forms of knowledge to prepare successive leadership opportunity responses to uncertainty.
- ▶ Integrated 'OI' organizational literacy can be fully adopted by all stakeholders within the emergent paradigmatic.
- ▶ The company inspires diverse contributor input to ensure critical thinking synchrony among collaborators.

KEYS CMO SUSTAINABILITY

- ▶ Continuously integrated change rather than episodic: instrumentations and intervention processes as iterative and adaptive to contextual factors toward smart sustainability.
- ▶ Accessible knowledge base recording tacit, implicit, and systems information for co-produced equity.
- ▶ Inquiry-based learning supports cross industry opportunities and collaborative public interest objectives.
- ▶ Integrated stakeholder engagement reflects aligned change projects/methods to corporate commitment and social impact.



HIRE VIOLET KASHEWA CHIEF INTUITIVE OFFICER

Violet Kashewa Business Psychic Expert, the authoritative 21st Century 'knowledge sourcing' SME. Serving B-Corp 's, startups, Fortune companies, social impact entrepreneurs, national policymakers, public interest technologists, and civic servants redefine routes of relevance for 30 years.

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SUMMARY: Prosci® 2017 Study Data details 40% of respondents established the CMO; however, functional commitment increased by only 2% over two years. Why hasn't the CMO had more 'relocatable' success when 'change maturity' demonstrates functional group correlation? We attribute this disconnect to objectified COP's... Organizational literacy (OI) that encircles new millennium aptitudes embedded within the 'knowledge culture' will result in redefined routes of relevance. This is the business case for effectively translating actionable Implicit Business Intelligence®...the implicit realities of knowledge strategies up-leveling KPI's. Organization-wide developmental intentions can elevate next level Change Management Office precedence, function, and relevance. **Read CMO Prospectus:** <https://www.businesspsychic.net/changeoffice>