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M.Sc (Chem.Eng.) M.Sc. (Mgmt)

22 years as training consultant

5000 trainees

(in groups of 15 or less)

1.	2.	3.	4.	5.
<p>Little Change</p> <p><i>fully predictable</i></p>	<p>Change Continuums</p> <p><i>very predictable</i></p>	<p>Unpredictable Changes</p> <p><i>somewhat predictable</i></p>	<p>Fast, sudden Changes</p> <p><i>hardly predictable</i></p>	<p>Constant Change</p> <p><i>non predictable</i></p>
<p>Stationary Environment</p> <p><i>no need for strategies</i></p>	<p>Constant Improvement</p> <p><i>long term planning</i></p>	<p>Strategic Management</p> <p><i>proactive planning</i></p>	<p>Visionary Leadership</p> <p><i>decentralized decisions</i></p>	<p>Value based Leadership</p> <p><i>individual decisions</i></p>

INDUSTRIAL FORESIGHT

Vision

Out of mission

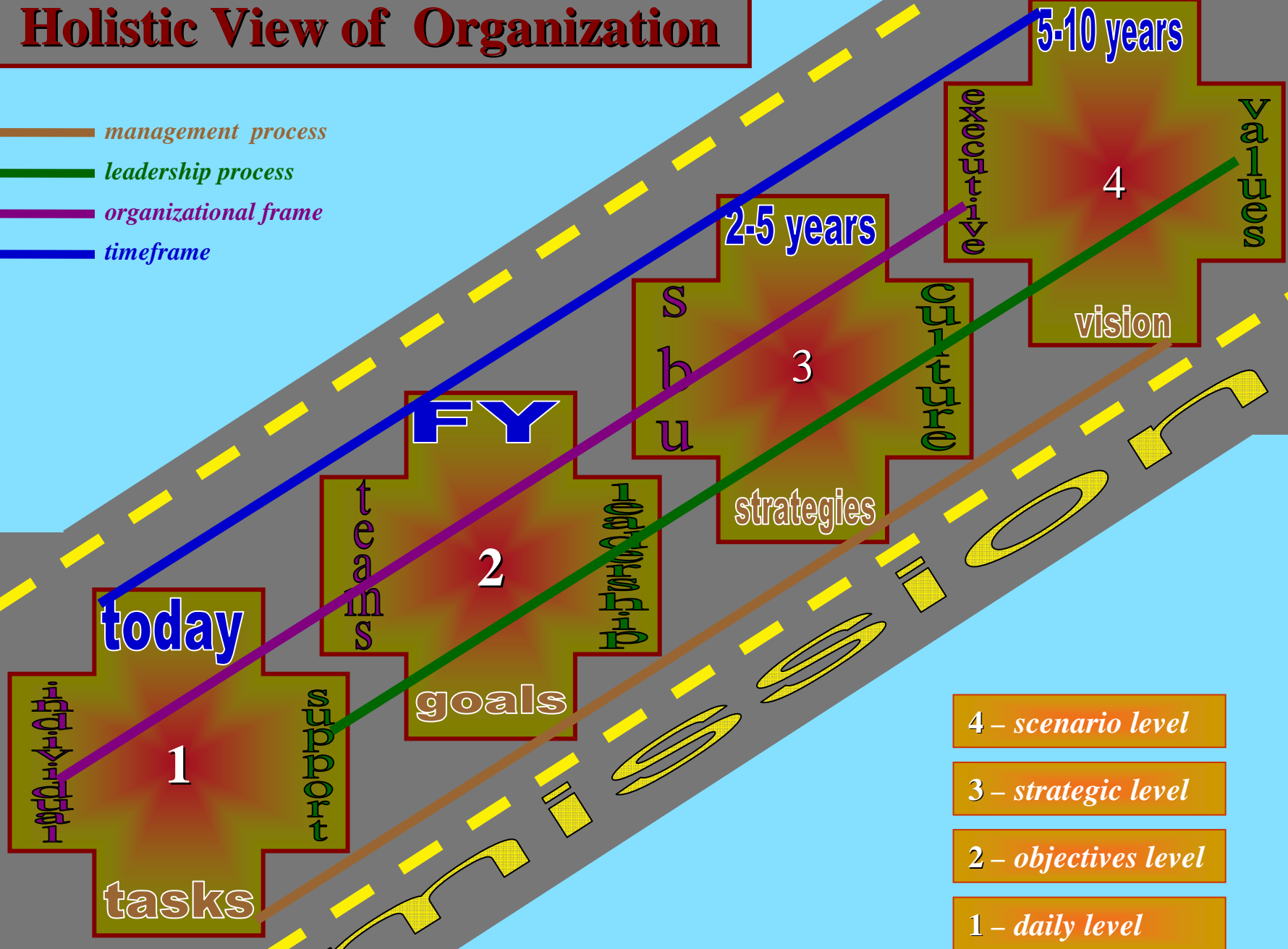
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MISSION

Holistic View of Organization

- management process
- leadership process
- organizational frame
- timeframe



MANAGEMENT

Strategies

Culture

matching

NEEDS

STRUCTURAL CHANGES
(organization, groups, roles, responsibilities)

SYSTEM CHANGES
(goalsetting, measures, responsibilities, crediting)

LEADERSHIP CHANGES
(mind set, communication, direction, support)

ORGANIZATION DEVELOPEMENT

CULTURAL DEVELOPEMENT

LEADERSHIP