



Digital Leadership Development

**De-risk your Digital Transformation journey
Learn by doing, with peers, in a safe and
supportive environment.**



"The biggest part of our digital transformation is changing the way we think." Simeon Preston, Bupa

Modular and stackable, our Executive coaching modules will help de-risk your digital transformation journey and build the culture required to succeed in the Digital era.

Our Digital Leadership development program will help you:

- Master a proven strategy execution approach that delivers breakthrough results.
- Fully grasp what Disruptive Technology can do for your business
- Practice the Leader behaviours needed to foster Innovation and Agile ways of working.

Leading by example in the Digital era

Executive coaching is an essential catalyst in successful Digital transformations.

Senior leaders who internalize the Innovation mindset, skillset and behaviours are ready to lead by example. Digital Pathways' program equips you with practical tools and techniques to accelerate your Digital Transformation, and improves your ability to develop, deploy and manage Innovation strategies.

Key benefits

Master proven methods, techniques and practices in strategy execution, namely:

- Experience our proven process to Define, Deploy, Execute and Manage your strategy, in the context of your Digital Transformation.
- Develop your Digital aspiration, winning logic, and strategy

in a compelling and easy-to-communicate way, through our Digital Strategy Compass.

- Deploy your strategy by engaging and aligning Business and Support Units through our proven 'Catchball' approach.
- Execute your Strategy seamlessly, improving daily decision-making and Agile governance (monitor/test/adapt strategy), through our innovative 'Transformation Lighthouse'.
- Gain practical knowledge on how to overcome all barriers to execution
- Apply real life use cases and leading practices to enable strategy execution and Agile governance.
- Work on Applied Learning Projects (ALP), with feedback from world class mentors. Solve real business problems thereby, within the context of your actual job and organization.

Participants profile

Senior executives who seek to build their strategy, leadership and innovation capability, through personalized action plans. Since 2016, over 200 Senior leaders have attended our Digital Leadership development programme, including CEOs, COOs, CDOs, CIOs, CFOs, Executive Vice Presidents, Executive Directors and Vice Presidents. Participants come from large and medium organizations, across 15+ countries, and typically work in the Financial Services, Technology, Healthcare and Consumer Goods sectors.



Programme content

Our Digital Leadership Development program integrates our stand-alone offerings, and enables you to lead and de-risk your Digital Transformation. We provide practical support and mentorship through each transformation phase:

- Lay the Foundation (101) ;
- Protect Your Core Business (201) ;
- Ignite New Growth (301).

Modules format is flexible and typically entails 10 interactive, 2.5-hour bi-weekly sessions over a three to six-month period.

Note: participants are eligible to apply to our Digital Leaders Forum (quarterly sessions, co-hosted by INSEAD business school)

Module 101

Lay the Foundation that enables seamless Strategy Execution

- Digital Transformation Roadmap: Three Swimlanes model and the three Innovation Horizons
- Fundamentals of Digital Strategy and the Innovation Compass
- Define and Deploy your Digital Aspiration and winning logic, aligned with your overall strategy.
- Tiered Management System: Connect Strategy and Value delivery.
- Transformation Lighthouse and Agile Governance
- Lean Digital fundamentals: End-to-End Flow, Customer Journey Reform and rapid digitization.
- Managing our Tech legacy systems. Understanding DevOps – fostering Flow in IT
- Root Cause Problem Solving and Lean Experimentation.
- Building Your Innovation Platform (for scalability), fostering internal and external collaboration.

Module 102

Protect Your Core Business with customer journeys reform

- Digital Transformation Roadmap and Horizon #1: Efficiency Innovation
- Pragmatic Innovator Framework – integrating Design Thinking, Agile and Lean Startup
- Agile Data management in practice.
- Efficiency Innovation and Customer Journey reform.
- Transforming three systems: People, Management, and Work
- People system: ensure your 'Pragmatic Innovators' network has the right mindset, skillset & focus
- Tiered Management System to connect Strategy and Value delivery
- Work system: streamline organization, process & Tech to support end-to-end customer journey
- 'Showcase': a proven, scalable change vehicle to accelerate customer journey reform

Module 103

Ignite New Growth with new digital offerings and even new business models

- Artificial Intelligence (AI) & Machine Learning (ML), Internet of Things (IoT), Blockchain, Cloud... What are they & what do they mean for your business?
- Organizing cannibalization and harnessing Digital Disruption. What does it mean in practice?
- Digital Transformation Roadmap and Horizon #2: Sustaining Innovation
- Hands-on innovation management to de-risk new digital offerings (new products/services).
- 'Commercial pilots' as effective vehicles to validate and accelerate commercialization.
- Digital Transformation Roadmap and Horizon #3: Disruptive Innovation
- Practical options and proven approach to test new Business Models (new Beta business).
- 'Joint Ventures' and 'Spin offs' to validate and accelerate commercialization.



Practical matters

How long does a typical Executive learning program run?

Each Digital Leadership Module comprises 10 Executive Coaching sessions of 2.5 hours. Delivery is flexibly offered over a period of three to six months, depending on your preference.

Optimal group size, pace and pricing are defined jointly and tailored to your needs.

What does a typical Executive Coaching session entail?

Each session typically entails:

- a short practical lesson including a demonstration or computer simulation
- a practical activity (e. g. walking part of a value stream or customer journey, attending a team huddle, identifying process bottlenecks)
- a debrief, and homework.
- Frequently there is pre-work including videos, case studies and article review.

Are learning sessions done in-person or remotely?

Learning sessions are done both in-person and remotely.

What does a typical Applied Learning Project (ALP) entail?

Our world class mentors will help you select real business problems on which you can apply new capabilities within the context of your actual job and organization.

ALP projects are designed to grow your proficiency at Digital Innovation and Digital strategy execution.

Beyond actionable insights, what do we get with Executive Coaching Modules?

- The Digital Strategy Execution playbook including a full set of case studies and exercises.
- Electronic copy of *Harnessing Digital Disruption*, Pascal Dennis and Laurent Simon's latest book, which shares our learnings and recipes for effective Digital Transformation in an enjoyable, practical business novel.
- Certificate of completion.

- Access to our private Slack workspace to enable our members to communicate and receive unlimited support after the course.

- Opportunity to book a one-on-one mentoring session.

- Opportunity to enrol in our Premium Certification Program (based on actual value realized, from direct application into your work environment).

What makes our approach unique?

We provide practical support and mentorship through each transformation phase: Lay the Foundation (101); Protect Your Core Business (201); and Ignite New Growth (301).

Our approach is based on deep experience and emphasizes practical use cases derived from Pascal Dennis and Laurent Simon's work and award-winning books:

- *Getting the Right Things Done – a Leader's Guide to Planning & Execution*
- *Harnessing Digital Disruption – How Companies Win with Design Thinking, Agile & Lean*

How we help our client win



Your People

Have the knowledge of your company, clients, competitors, industry and own important relationships.



Our People

Have extensive experience in Digital Transformation, Pragmatic Innovation and the right expertise.



Impact Delivered, Fast

Together we build sustainable solutions to protect your core business and create new sources of growth.



You're in good company



"Our Digital Strategy Compass, Transformation Lighthouse and management system have helped us survive the pandemic and pivot smartly to e-commerce."

Harry Zechman,
Chief Operating Officer



"The Digital Strategy Compass provides us with clear bearings. The Lighthouse helps us avoid reefs: we can now surface & solve problems, share learning and act together, much quicker. Executive coaching helps sustain our improvements."

Harry Sideris,
President



"Strategy deployment and executive coaching provide a stable foundation and fertile environment for innovation. Our Lean Digital transformation resulted in breakthrough results. Within two years, our growth rate doubled and employee Job satisfaction increased by 20%. Strengthening our Payment gateway and switching solutions have enabled us to secure a successful acquisition by Verifone holdings."

Naresh Bangia,
Chief Executive Officer



"Our Digital Strategy Compass has enabled us to define our growth opportunity and the pathway to grab it rapidly. Our Transformation Lighthouse, daily discipline and visual management have enabled our strategy deployment and put our team on the same page."

Tom Melsen,
VP Enterprise Executive Development



Schedule a free 30' consultation

www.digitalpathways.io/strategy