CONCLUSION

Contents

- A Change Management Process
- Systemic Process Challenges
- Intellectual Capital Management
- Additional Reading

A CHANGE MANAGEMENT PROCESS

This book presents the opportunity for the emergence of progressive new thinking in real-time dimensions. It describes what is being usefully employed to help top management, their executives and managers grapple with the new perspectives on the scale and development in their professional corporate university thinking. It is an intellectual challenge for everyone: a new continuous change process. You can see that the subject is very much alive and on an intensive growing scale in many organisations. The use of the corporate university or academy installation has wide implications for all employees. It has the potential to deliver well-considered results across the complete organisation and relates constantly to

the changing needs of the business environment and the actual customer base. Most important changes and innovations are driven by the outside world, but depending upon where you are in that world there are other important internal drivers of change.

Today's systemic changes are inevitable, no matter where they arise or come from. Get your people to let go and recognise that the new real-time processes and new ways of doing things are something that has to become part of everyone's everyday lives. Ownership of that intellectual promise at all levels of organisation is a great benefit to be had from the introduction of corporate systemic thinking. It's a release for everyone involved and brings with it new horizons.

SYSTEMIC PROCESS CHALLENGES

All too often solutions are not systemic but piecemeal collations of inflexible organisational disciplines. This is a major operating problem to overcome, which is a hangover from early learning practice, so you have to make the real-time transition to that of integrated disciplines thinking. This requires a major step forward in an organisational culture with cross-discipline thinking to get the right solutions of all the Social, Political, Environmental, Legal and Technological factors in those processes.

Recognise the real-time learning dynamics generated by group Forming, Storming, Norming and Performing for your solutions to come alive in the organisation and be prepared for the real-time professional group development, how and when that process is accomplished in the workplace, creating significant developments in systemic process management and a positive outlook for everyone.

Where to start your first application is a very real challenge. You cannot do everything at once or fund everything at once. So you have to be careful to choose the group or subsidiary company

activity for best interests and results. Your incentive is as follows; get the right decisions, where you have real developmental needs, not the most comfortable ones or you may end up recycling past decisions. Yesterday is yesterday and you need to look into the future. Think of each of your development decisions it in their simplest forms. You are in the area of professional value management. You are in the real management leadership game! Think about your Blueprint action group(s) and its leadership; this is the key to the whole process and makes certain it is properly introduced to all participants.

INTELLECTUAL CAPITAL MANAGEMENT

Nothing dates quite as quickly as the future. If you cast around during your time in business you will note that many changes that have taken place seriously affect a company's value. It is a vital and integral part of business life, the end game, and is influenced by many people. But work on getting a good understanding of how your business processes add value to the company.

For a number of years, I have been a core participant acting as a professional referee where there are disputes between buyers and sellers re. company values. I would like to say that it is a precise science but it is not. There are huge differences of opinion on business valuations and it is off-balance sheet and trading content factors that can cause numerous arguments.

For any major business development we all need some scientific and commercial guidance – and then let the arguments rage. In the case of the professional corporate university intervention you need to get a good idea of what creates value potential so that you can recognise what in the corporate university process will contribute to maximising jobs and company market value. Beyond its financial statements, you must look at its market status, its competitive situation, the trend in business re. growth

or decline, its profit stabilisation and of course its future trading potential.

The Blueprint infrastructure provides the engine for your future growth. It connects people from across the organisation and offers involvement in all your corporate university projects, thereby helping in positioning your business for real-time action and growth. It helps to promote your innovative ideas with good clear thinking on key real = time development initiatives. It also helps you to gain insights into current and future opportunities; projects that demand new learning and your growing expertise that are only possible by connecting and working with people from all other parts across the organisation.

Best regards
Richard Dealtry

ADDITIONAL READING

Part I:

Dealtry, R. (2004). Envisioning development. *Emerald Journal of Workplace Learning, 16*(4).
Dealtry, R. (2008). Interim reflections on the corporate university and SME academy business development innovation and its diffusion. *Emerald Journal of Workplace Learning, 20*(1).

Part II:

Dealtry, R. (2001). How to configure the corporate university for success. *Emerald Journal of Workplace Learning, 13*(2).

Part III:

Dealtry, R., & Settle, D. (2005). Integrating programme and process performance QA. *Emerald Journal of Workplace Learning, 17*(4).

Part IV:

Dealtry, R., & Longhurst, D. (2005). Configuring the structure and administration of learning management. *Emerald Journal of Workplace Learning, 17*(7).

Dealtry, R. (2002). Managing the corporate university watershed. *Emerald Journal of Workplace Learning, 14*(6).

Dealtry, R. (1998). Engendering corporate scholarship for top level management performance. *Journal of Knowledge Management, 1*(3).

Dealtry, R. (2008). Exploration of a contextual management framework for strategic learning alliances. *Emerald Journal of Workplace Learning, 20*(6).

Dealtry, R. (2001). Managing the transition to the corporate university − A synthesis of client research. *Emerald Journal of Workplace Learning, 13*(5).

Dealtry, R., & Campbell, I. (2003). The new generation of corporate universities − Co-creating sustainable enterprise and business development solutions. *Emerald Journal of Workplace Learning, 15*(7/8).