

	A	B	C	D	E	F	G
1	TRANSITION PLAN For: SPOT - Strategy, Process, Organization and Technology	FROM	Process Title				TO
2	STRATEGY (Differentiate by maximizing one of the following)	Current Environment	Simplify, Streamline and Standardize	Optimize	Expand Into New Domains	Competitive Advantage	Becoming World Class
3	Operational Effectiveness (speed, quality, low cost, high value)  Lean Six Sigma	The Discipline of Market Leaders (Treacy & Wiersema) suggests that	Increasing complexity often requires initial simplification using the five S's of Lean Thinking	Then optimize your strategy, process, organization, and technology using Six Sigma.	Successful business evolution invites application in new arenas.	Which brings competitive advantage	Which leads to market leadership in your chosen field.
4	Customer/ Employee Satisfaction	a company's strategy must MAXIMIZE customer satisfaction, operational					
5	Innovation	efficiency, OR innovation and OPTIMIZE the other two in support of it.					
6	Driving Force: Product Driven Customer Specific Market-Specific Production Capability Technology/Know-how Sales/Marketing Distribution Natural Resource Size/Growth Return/Profit	Examples: Automobiles Travel Agents Hospital Supply Printers 3M, Microsoft Mary Kay Internet Oil, gas, mining					
7	(Instructions)	Describe Current State of your business for each item	Businesses become complex, so first steps are often simplifying and stabilizing	Make "Quantum Improvements" in speed, quality, and cost, to optimize performance	Leverage efficiency and effectiveness into new products, services, and markets	Use core competencies to establish competitive advantage	Become the company everyone benchmarks for excellence in your chosen niche.

# New Manager Transitions Post Assessment Answers

**United States. Congress. Senate.  
Committee on Health, Education,  
Labor, and Pensions**



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