

**Holistic Enterprise Transformation and Architecture (HETA) paradigm
research, development and practice collaborations**

Together with our international network of partners and associates in four continents, we seek an ever evolving understanding of the holistic and integrative shift towards future generation transformation frameworks which:

1. Not just benefits from the traditional systemic view and its off-springs (**holistic view in terms of the transformation target and its eco-system**),
2. Not only benefits from the holistic and integrative inclusion of various stakeholders right to the lower parts of the power pyramid (**holistic view in terms of more thorough, democratic and responsible stakeholder inclusiveness**),
3. But also benefits from integration and mutual contribution of the existing methods, frameworks, standards and approaches (**holistic view in terms of the transformation methods**).

We believe that the latter captures the gist of experience of practitioners and knowledge of academics and therefore can cover other sorts of holistic views including the first two mentioned.

In practice and academic circles, the amount of rivalry and criticism regarding the different methods tend to overshadow the integration of the contribution each can make in a specific situation and the study of how the methods can add something on top of one another, giving us a better understanding of the pathways forward in the n dimensional transformation space (each dimension being an element of organizational progress concerned by one or more notable methods, progress vectors, in the space). The question of prescription of healthier methods on top of the existing methods implemented in the organization and a holistic framework (map) of this knowledge can give us instances under the HETA paradigm, such as TCM (Total Change Management).

Our subject matter expert network in four continents, including our SEERIO colleagues and our senior associates help us with the academic/practice aspects of HETA paradigm and HETA instances (particularly TCM). We are, among others, collaborating on transformation research and field projects with:

Dr. Thomas G. Cummings, Professor of Management and Organization at the Marshall Business School, University of Southern California (USC).

- Former president of Academy of Management and a global thought leader in the field of Organizations.

Roland Sullivan, CEO, Sullivan Transformation Agents.

- One of the pioneers in North American change management (an original 100 change agent) since 60s, with experience of hundreds of change cases.