

Concise Guide to Enterprise Transformation

A Systemic Approach to Changing Social Systems

Most enterprise transformations fail—not because of poor execution, but because they are based on the wrong understanding of what an enterprise is. If organisations are treated as machines, transformation will remain mechanical—and ineffective.

This book develops a systemic approach to enterprise transformation, viewing organisations as goal-oriented social systems shaped by structure, relationships, and shared mental models. By integrating enterprise engineering with dialogical and appreciative approaches, it provides a coherent framework to design, guide, and realise transformation in complex environments.

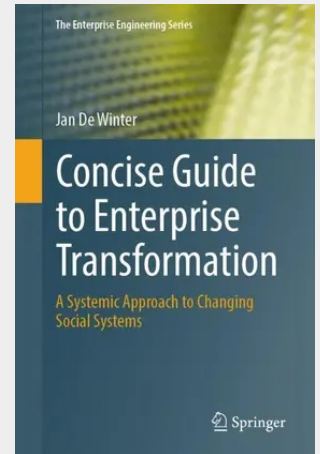
Topics and features:

- Establishes a systemic foundation for enterprise transformation, grounded in systems theory
- Reframes enterprises as dynamic social systems shaped by relationships and meaning
- Combines structural design (enterprise engineering) with dialogical, human-centred change approaches
- Clarifies the difference between system performance and system construction for better decision-making
- Highlights the importance of shared mental models and social dynamics as the true leverage point of change
- Demonstrates the approach through a longitudinal real-world case with measurable impact

This book is essential reading for executives, enterprise architects, transformation leaders and consultants involved in enterprise change initiatives. It also serves as a valuable resource for academics, researchers, and postgraduate students in enterprise engineering, management information systems, organisational design, and other management sciences.

Jan De Winter (DWT Consulting bv, Belgium) bridges theory and practice, integrating enterprise engineering with dialogical organisational development to support complex transformation initiatives across public and private sector organisations.

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