


LEADING SUCCESSFUL CHANGE




DISCOVER & UNCOVER

Observe, ask, examine. Map the process, perform time studies, measure each tiny step, click and interaction. Do not miss the deviations that happen outside established systems (e.g. taking notes on pads, to do lists, Excel spreadsheets).



ANALYZE & MINE

Combine your time study with your detailed process maps, look for bottlenecks and “time sucks”; look for steps that consume an inordinate amount of time or where errors often occur, think about where fires break out and note them. Seek out multiple perspectives on where the process fails (employees, peers, consultants, your software providers). Remember seconds become minutes, minutes become hours, hours become Full Time Employees.



FIND YOUR HAPPY PATH

Look for the simplest change that gets you the most results or creates wins that everyone can celebrate. Don't throw out the champagne with the cork. If one element is the bottleneck, prioritize that change first, then systematically return to the start and prioritize another change and another and another.

CREATE YOUR GO TEAM

Senior Leadership reviews the scope and complexity analysis of the change. An Executive Sponsor, project team and change team are aligned at this time. The Executive Sponsor approves funding for the overall project, gives credibility to the change and begins to form a coalition. Your PM will guide the solution to implement the change while your change agent will guide individuals to adopt the change.

MAP YOUR SPLATTER PATTERN TO ACTIONS

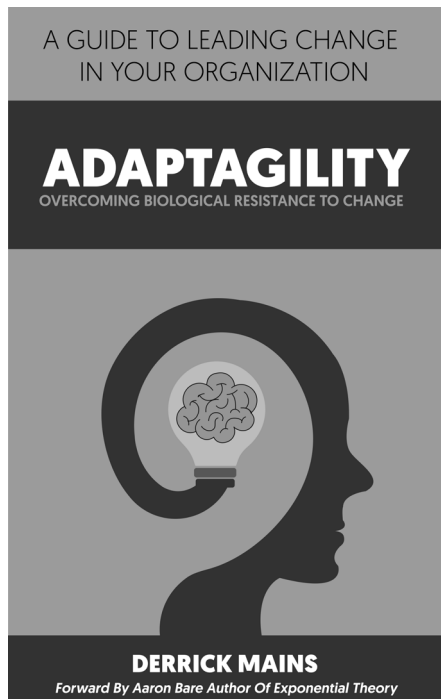
Why is the change even necessary? Have you identified risks within your Senior Leadership? Have you mapped your splatter pattern to know which people, processes and departments are most affected? Is your change coalition inclusive? Is your vision simple, measurable and free of gobbledegook? Is your communication consistent and delivered in natural conversations (x1,000)?

LEAD & EVALUATE

Is your leadership powerfully present? Are they walking the talk? Is your team empowered to actively remove obstacles impeding progress? Are you encouraging and rewarding creative and out-of-the-box thinking? Is progress made visible through tangible results? Do you know when to manage and when to lead? Are you empathetic to an individual's change tolerance? Is your change effort gaining momentum and support?

REINFORCE ADAPTABILITY

Are you building an agile culture that is adaptable to change? Have you created a monitoring and feedback system to track progress, insights and challenges? Have you provided the knowledge and ability to engrain change within your culture? Are you recognizing the contributions of individuals or teams to the change effort? Is potential disruption being sought out and embraced? Are you aligning potential change to your organization's strategic goals and vision?



**FULL WEBINAR
& eBook**

www.TheProcessFixer.com/azgrowth

DERRICK MAINS
[480] 205 - 8156
derrick@theprocessfixer.com

TRACYANN MAINS
[480] 586- 4848
tracyann@theprocessfixer.com