



EVOLVE: A WEBINAR SERIES

Summary and Application Exercises

Webinar 1: The Impact of Change and Value of Acceleration

➤ SUMMARY

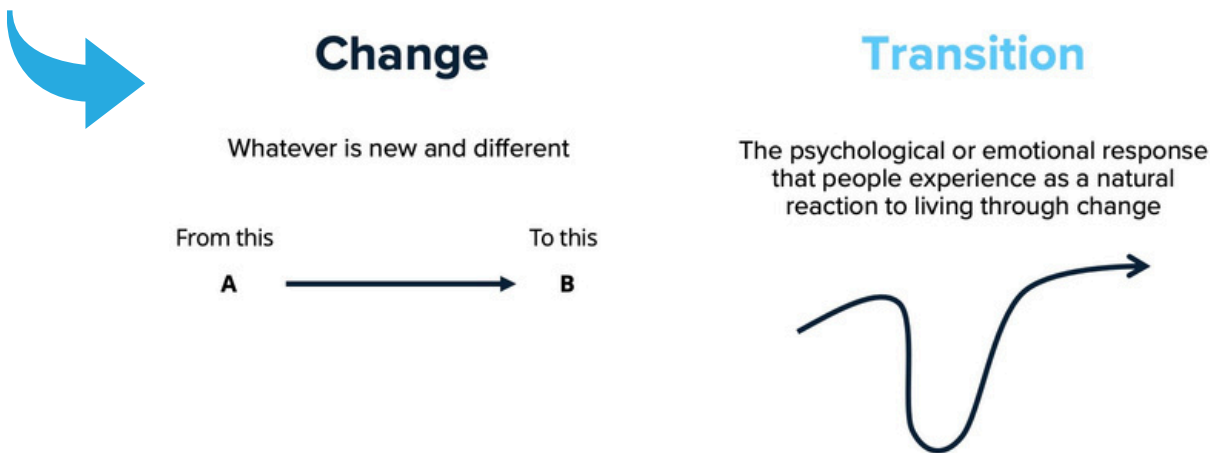
Learning Objectives

By the end of this webinar, you'll know:

- Why evolution as a core capability is strategically critical right now
- Why and how change and transformation efforts fail before value realization occurs
- The duality of the normal human experience of change
- The value to the individual, team and organization of acceleration

Evolution Involves Change and Transition

There are two interrelated aspects of how each of us experience changes. One is the factual aspect of change and the other is our human experience of the impact of that change. That is called transition.



Why Accelerating through Transition Matters to the Business

There are tangible impacts on the performance of the business when people experience lengthy transitions. Below you can see both the negative as well as the positive impacts of supporting others, and ourselves, through a more accelerated transition for each change we must make.

NEGATIVE BUSINESS IMPACTS

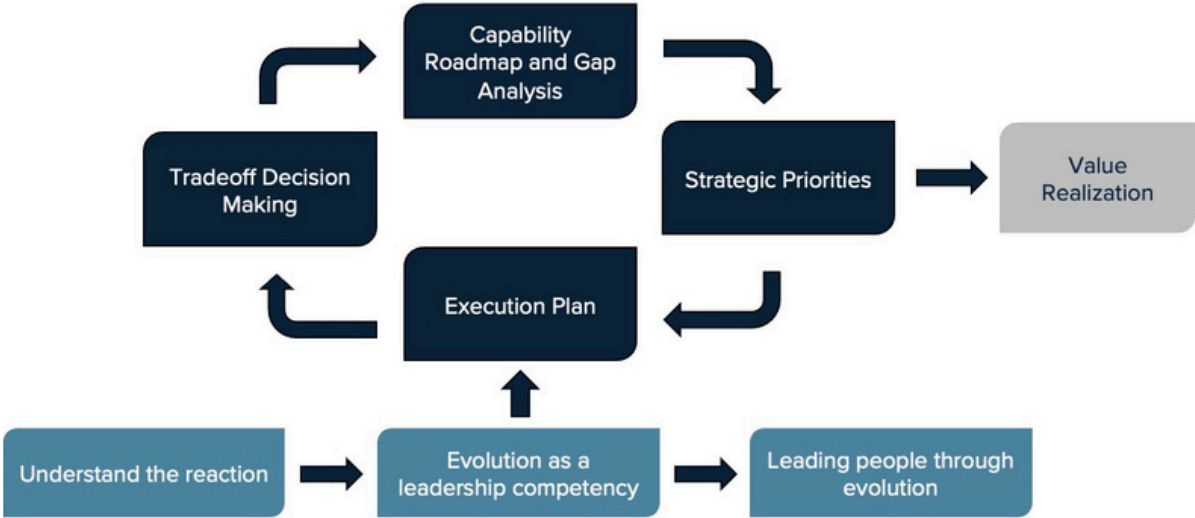
1. Productivity Decline
2. Decision Paralysis
3. Increased Errors and Rework
4. Resistance and Passive Non-Compliance
5. Loss of Focus on Strategic Priorities
6. Erosion of Trust in Leadership
7. Lower Engagement and Morale
8. Slower Adoption of New Processes or Tools
9. Talent Attrition
10. Delayed or Lost ROI on Change Initiatives

POSITIVE BUSINESS IMPACTS

1. Faster Return to Productivity
2. Higher Adoption of New Processes & Tools
3. Earlier Realization of ROI
4. Stronger a-Making
5. Improved Quality and Fewer Errors
6. Higher Engagement and Discretionary Effort
7. Increased Trust in Leadership
8. Greater Organizational Agility
9. Reduced Voluntary Attrition
10. Sustained Performance Gains

Continuous Evolution Model

The Continuous Evolution Model depicts the requirements of both the strategic side of creating evolution for your organization as well as the critical need to both support and unleash your people to evolve.



APPLICATION

1. Review the **Continuous Evolution Model**.
2. Identify where your organization has completed, documented and communicated each component by marking it in the chart below.

	COMPLETED	DOCUMENTED	COMMUNICATED
Evolution Roadmap (Maturity Model)			
Capability Roadmap and Gap Analysis			
Strategic Priorities for this Fiscal Year			
Execution Plan Down to the Functional Area			
Criteria for Trade-Off Decision Making			
Explicit statement of value expected from each strategy and how measured			
Trained everyone in the organization on the expected stages of transition			
Trained managers how to self-manage through their own transitions			
Trained managers on how to identify the stage others are in and support accelerated transition			

3. Identify the organization's strengths and weaknesses.

4. For each of the components listed above, identify whether it is a strength or weakness of the organization (see next page).

WEAKNESS	Component of Continuous Evolution Model	STRENGTH
	Evolution Roadmap (Maturity Model)	
	Capability Roadmap and Gap Analysis	
	Strategic Priorities for this Fiscal Year	
	Execution Plan Down to the Functional Area	
	Criteria for Trade-Off Decision Making	
	Explicit statement of value expected from each strategy and how measured	
	Trained everyone in the organization on the expected stages of transition	
	Trained managers how to self-manage through their own transitions	
	Trained managers on how to identify the stage others are in and support accelerated transition	

5. Where can you influence the organization to fully develop the model?
