The Speed of Innovation & Mastering the Art of Change

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Presenters

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Agenda

- Why We Change
- What We Change
- How You Make Change Stick
- Q & A
The Speed of Innovation

- BI
- BIM
- Drones
- Cloud Solutions
- Labor Shortage
- Collaboration
- Industry Start-ups
- Mobility/Connectivity
- Generational Differences
The Rate of Failure

**McKinsey and Company** … A recent survey of business executives indicates that the percent of change programs that are a success today is… still 30%.

**IBM** … Nearly 60 percent of projects aimed at achieving business change do not fully meet their objectives.

**Harvard Business Review** … The brutal fact is that about 70% of all change initiatives fail.

**Forbes/Towers Watson** … A new study by Towers Watson has found that only 25% of change management initiatives are successful over the long term.
Could we be more proactive when working on the Business?
Are You Ready?

"WELL, YOU KNOW WHAT THIS MEANS? NO CHRISTMAS BONUS THIS YEAR."
The Kubler-Ross Change Curve
Planning for Change

+ Why are you making the Change?
+ Who on your team can make it happen?
+ How long is it going to take and do they have the time?
+ How will you keep your people engaged?
Can you answer the question?

Can your team?

Can your organization?

Are the answers the same?
Who is on Your TEAM?

Do you have the right butts in the right seats?
Sample CQ Scores

Your CQ Scores:
Your "Heart" Score: 81
Your "Head" Score: 70
Your "Hands" Score: 49

Your Change Leader Style: Coach

Based on your assessment results, you are a Coach. More impacted by the change process. The Coach values and puts engaging others in change, and ensuring people's needs are encouraged, positive, and supportive.

Insights for the Coach: You may place more emphasis on with their accountabilities. To facilitate helping yourself and you might consider bolstering your focus on project planning even more compelling by placing greater emphasis on the

Your Change Leader Style: Executor

Based on your assessment results, you are an Executor. More therefore makes an exceptional project manager. The Executor excels in planning, laying out the specific timeframes and resources needed at being dependable, systematic and efficient.

Insights for the Executor: You may fall prey to a "change by default" mindset. While you are engaged, would also bolster the Executor's ability to

Your Change Leader Style: Visionary

Based on your assessment results, you are a Visionary. More than any other style, the Visionary focuses on the long-term goals of the change process. The Visionary excels at being forward-thinking, independent imaginative.

Insights for the Visionary: In your zeal to move toward new possibilities, you may lose sight of current realities. Adopting an approach to the change process, focusing on delineating specific milestones along the way including timeframes, account resources to meet those objectives, would be a winning tactic for you. Place more emphasis on communicating with the impacted by the change, ensuring that they are aware and on board, and that you have addressed their needs and concerns so you have partners marching alongside you toward the goal.
Are You Ready?

**Duration** … of the project and between team milestones

**Integrity** … of your team. Do they have the necessary skills to execute the change initiative

**Commitment** … from your senior leaders and the People impacted by the change

**Effort** … needed above and beyond during the implementation
DICE Sample Questions & Scoring

1. Will formal project reviews occur regularly?
2. Is the team both highly skilled and highly motivated when it comes to this implementation project?
3. Is Sr. Management’s messaging about the implementation consistent, both across executives and over time?
4. How eager and willing are the company’s employees to take on the implementation?
5. What percent of increased effort will it take for management and employees to implement the change?

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<th>Score Range</th>
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<tbody>
<tr>
<td>7 – 14</td>
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<td>17+</td>
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Are you Talking to Me?

+ Stakeholders and Influencers
+ Lean into the Danger
+ Cadence – Mode – Messenger
+ Create the Loop
+ Repeat
In Conclusion

+ Crystalize Your Vision
+ Put the Right Butts – Right Seats
+ Assess Your Readiness
+ Over Communicate
+ Communicate More
CHANGE ALMOST NEVER FAILS
BECAUSE IT'S TOO EARLY.
IT ALMOST ALWAYS FAILS
BECAUSE IT'S TOO LATE.
- SETH GODIN
THANK YOU!

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