

Excellence is a :

“Results Focused Endeavour”

A 30 minute “Turbo-Workshop”
From Pinnacle Results LLC
Suite of Workshop Tools
www.pinnaclearresults.com

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Good-day,

In the next 30 minutes we’re tasked to deliver a basis for thinking about the future work of our team:

- **To deliver outstanding Project Management Excellence.**
- **Target the Results we wish to deliver to our Clients.**
- **Recognize the potential “First Steps” to take towards achieving our Shared Vision**


THE NEXT SLIDE : SHOWS THE AGENDA FOR TODAY

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Today's "Turbo-workshop" Agenda :

- Overview of the "Change Equation" 5 Mins
- Team break-out assignments 15 Mins
- Team's Report findings 5 Mins
- Sharing session outcomes 5 Mins

An aggressive, fun, agenda to give us the 80% solution quickly ... and an opportunity to reflect with our clients thereafter ...

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In the VERY short time we have together, today we'll go very quickly for the "80%" solution.

•I'll overview briefly the "Change Equation."

... a similar tool was used at Ford Motor Company some years ago to think about the dynamics of change and improvement.

•Then we'll quickly break into teams, pick a scribe, and work hard for 15 minutes on the parts of the equation

... which will help us think about delivering Stellar Project Management support to our clients.

•We'll spent a few minutes reporting our teams' findings then close with major conclusions & way forward actions.


THE NEXT SLIDE : INTRODUCES THE "CHANGE EQUATION."

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The “Change / Improvement” Equation

$$D \times V_s \times F \geq R_c$$

We can understand the dynamics & challenges of Organizational Change & Improvement by considering the “Change Equation.”

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Just a couple of words to introduce the concept of a product (multiplication) on the left and the need for it to be larger than, or equal to “R_c” for change to happen.

•The “Change Equation” is a thinking tool (works well with engineers)

...

•The point is that if any of “D,” “V_s” or “F” is low then the product of the left side of the equation always less than “R”



THE NEXT SLIDE : TO PRESENT THE EQUATION IN MORE DEPTH.

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The “Change / Improvement” Equation

$$D \times V_s \times F \geq R_c$$

- D = Dissatisfaction with the “Status Quo.”
- V_s = a Shared Vision of Future Excellence.
- F = First Steps to take towards the Vision.
- R_c = Resistance to our Internal Change.

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Any team, department or individual can utilize this thinking tool.

•We have to be able to communicate Dissatisfaction with the Status Quo ... in terms of what we believe should change.

•We must develop a “Shared Vision” of the sought after Future State. This must be Shared, rather than an edict, for the Vision to be a strong component of the left side of the equation.

•We need “First Steps” to take once we have “D,” and “V_s” .

•Again each component of the left side must be high enough for the total product to be high enough to overcome the “R_c” : Resistance to change.

NOTE IN THE SLIDE SHOW : CLICK ON THE UNDERLINED WORDS TO JUMP TO A DEFINITION OF THE TERM (Only works in the PowerPoint Version)


IF YOU DO CLICK BACK TO THIS SLIDE FROM THE “R_c” Resistance Slide : ... USE THE SMALL PICTURE ICON TO CLICK OVER TO THE “INSTRUCTIONS FOR THE 15 Minute TEAM BREAK-OUTS. (Only works in the PowerPoint Version)

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The “Change / Improvement” Equation (D)

D = **Dissatisfaction** with the “Status Quo” requires us to think about ...what are the “things” ... services and communications ... that we should **do better**? e.g.

- Project Support?
- Analyses?
- Communication?
- Training?

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These are just examples ... additionally we could perhaps think about

- Our internal planning,
- X-discipline support to each other,
- Overall sharing of learning,


NOTE IN THE SLIDE SHOW : CLICK ON THE UNDERLINED WORDS AT THE TOP TO JUMP BACK TO THE “CHANGE EQUATION” (Only works in the PowerPoint Version)

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The “Change / Improvement” Equation (V_s)

V_s = **Shared Vision** is addressed by sharing & owning the “Results” which our Clients will recognise as stellar performance by our team’s efforts. e.g.

- Improved Capital Efficiency?
- Faster schedule to Revenue Stream?
- Improved Project Execution?
- Improved Project Team Capability?

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These are just examples ... additionally we could perhaps think about ...

- Documented Reduced Cost in the SELECT / DEFINE Stages.
- Real, measurable results from application of VIPs.
- Documented improvements in Decision Quality in APPRAISE / SELECT

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The “Change / Improvement” Equation (F)

F = **First Steps** are the tasks and activities we must embrace to do, in the next year, to start down the road of being able to deliver upon our Shared Vision. e.g.

- Improve our capability to respond?
- Improve our capability to communicate?
- Improve our ability to work together?
- Learn better skills?

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These are just examples ... additionally we could perhaps think about ...

- Internal working together.
- Learning how to integrated our efforts.
- Engaging clients to target their needs ... realizing in some cases they won't know what they should need.

NOTE IN THE SLIDE SHOW : CLICK ON THE UNDERLINED WORDS AT THE TOP TO JUMP BACK TO THE “CHANGE EQUATION” (Only works in the PowerPoint Version)


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The “Change / Improvement” Equation (R)

R_c = Resistance causes frustration, and essentially if any ONE of “D,” or “V_s,” or “F” is low or zero ... the whole change endeavour does not have enough traction to overcome the Organisation’s resistance to Change.

Perhaps we should consider, & recognise, the factors in the Organisation which contribute to resisting change? e.g.

- Tired of Processes?
- No clear results from efforts suggested?
- No budget to try alternative methods?
- Too “fast-track” to take the time ?

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These are just examples to help us think in our team break – outs ...


NOTE IN THE SLIDE SHOW : CLICK ON THE UNDERLINED WORDS AT THE TOP TO JUMP BACK TO THE “CHANGE EQUATION” (Only works in the PowerPoint Version)

Or ... CLICK PAGE DOWN TO THE NEXT SLIDE : TO SHOW THE INSTRUCTIONS FOR THE 15 minute TEAM BREAK-OUT SESSION.

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Team Breakout Instructions : 15 Minutes total:

- What are the “**things**” ... services and communications we should **Do Better**?
- “**Results**” our Clients should recognize as stellar performance?
- What are the **Tasks and Activities** we must embrace to do ... in the next Year?
- What’s **Most Important** for us on each of the 3 areas above? :
3 Red Dots each
- What can we **Leverage / Outsource**? : **3 Green Dots each**

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OK let’s break out into our “Task Teams” and work real hard for 15 Minutes. ...

- Pick a scribe & a time manager for your 15 minute fast work.**
- Develop bullet point answers to these questions.**
- Use our Red & Green dots to identify “Most Important?” & “What can we leverage / Outsource?”**
- Manage your time ... and be ready to report out to the other team in 15 minutes from now ... GO!**

FACILITATOR : Walk around the room, coaching & recognizing the work of the teams, and make sure the points are highlighted for capturing in the minutes and sharing later , and the red & green dots are being used.

When the 15 minutes is up ...

CLICK PAGE DOWN TO THE NEXT SLIDE : TO LEAD THE “TEAM REPORT-OUT: SECTION OF THE WORKSHOP.

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Team's Report findings : 5 Minutes

- What did we agree upon to do better? (D)
- What's important to our Clients? (V_s)
- What should we do / learn first? (F)
- What's most important for us? ●
- What can we leverage? ●

• **Session Close / Actions :** 5 Minutes

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OK Time to report out :

...Teams, ... In each section

- What did you learn?
- What's most important to our Clients
- What Should we do / learn first?
- What's most important for us in each of the above?
- What can we leverage / outsource?

Close out with actions and assignments, i.e. initials alongside each point made on the flip charts.

NEXT SLIDE IS THE END WITH "THANK YOU" ON IT.

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Thank You,
For information on this,
& many other innovative
PRLLC Team Tools :

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Thank You .. Comments?
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