

Excellence is a :  
“Results Focused  
Endeavour”

A 30 minute “Turbo-Workshop”

From Pinnacle Results LLC

Suite of Workshop Tools

[www.pinnacleresults.com](http://www.pinnacleresults.com)



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PRLLC : Project Management  
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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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# 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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# 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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# 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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# 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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# 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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# 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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## 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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## Team's Report findings :

5 Minutes

- What did we agree upon to do better? (D)
- What's important to our Clients? (V<sub>s</sub>)
- 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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Thank You,

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

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