

Whole System Change

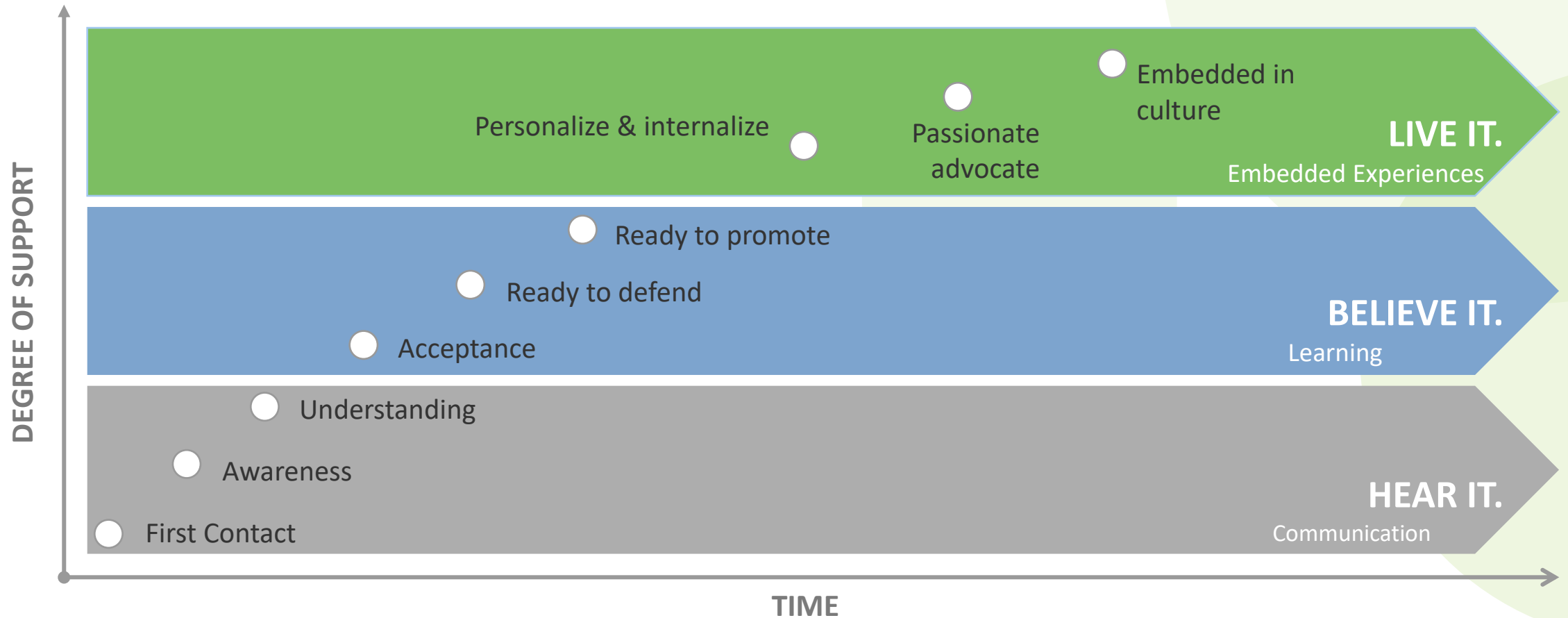
Principles, Processes &
Methodology

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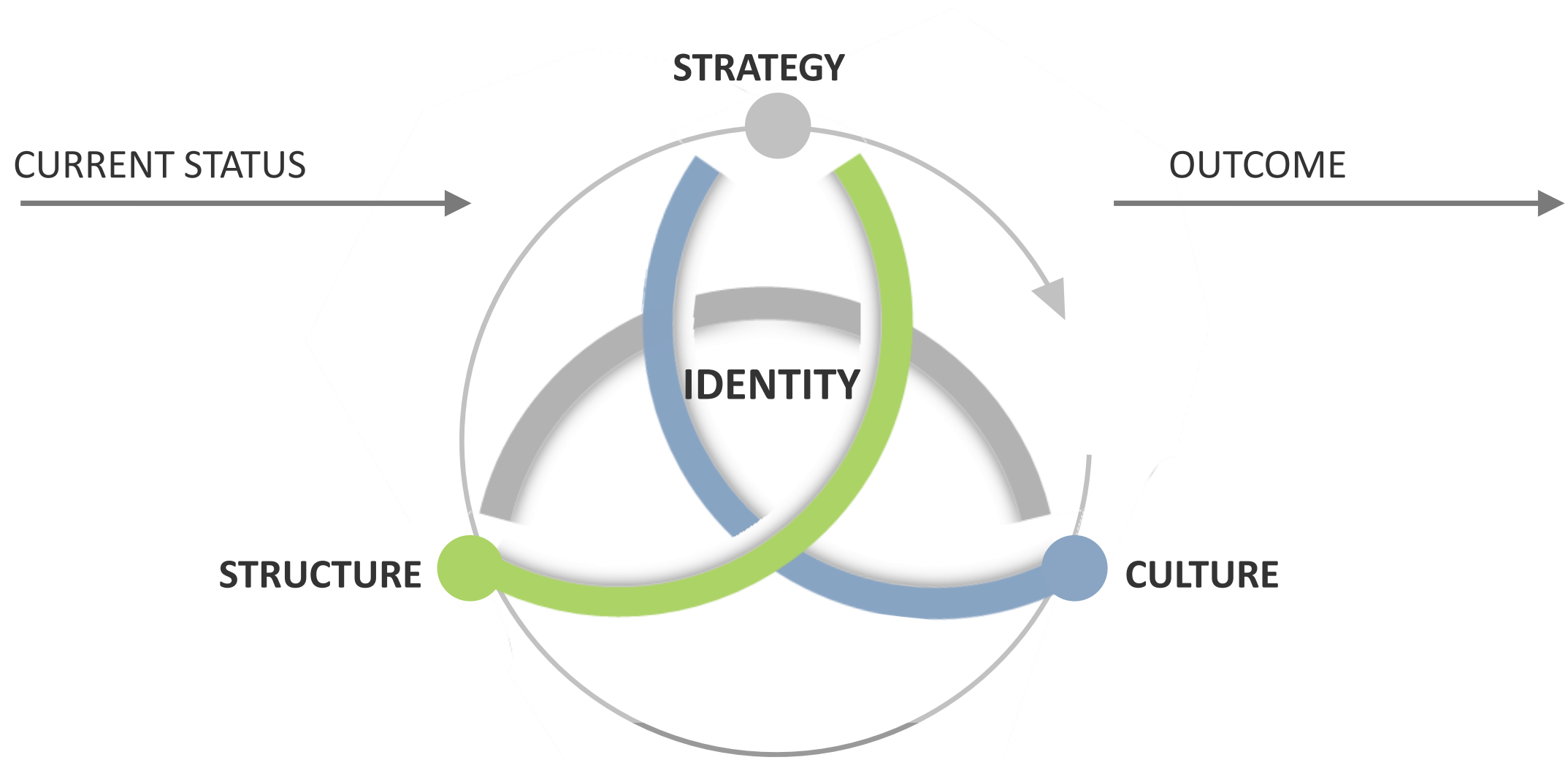
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Engage the people: The Activation Curve for success and mobilization



Let's move it!


Working in parallel on...



Whole Scale = Action Learning Method



To unleash the Magic in your Organization!

- 
- creates fast learning processes
 - is a multi-layered approach for rapid change
 - works in short sprints & learning loops
 - engages a critical mass of people for change
 - unleashes „the magic in organizations“
 - moves the organization sustainability to the Next Level

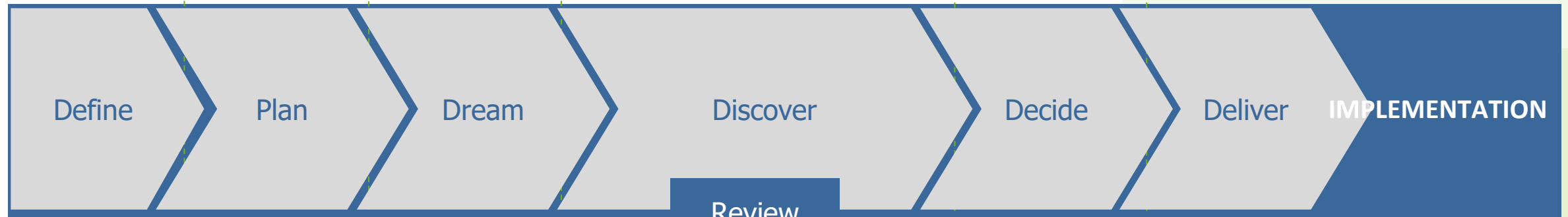
Our Principle & Methodology -

The Change Formula to Mobilize Energy for Change

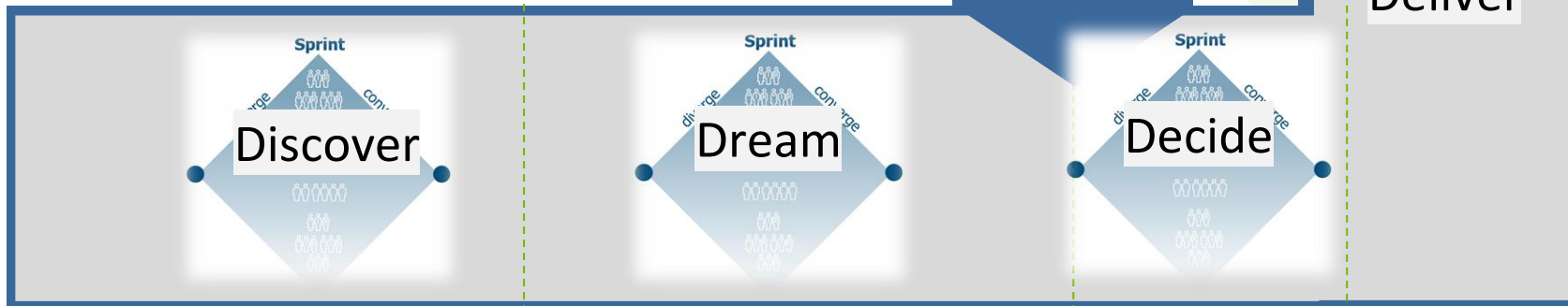


Driving the common strategy development - Two process layers interlocked to each other

1. STRATEGY DEVELOPMENT by the Leadership Team

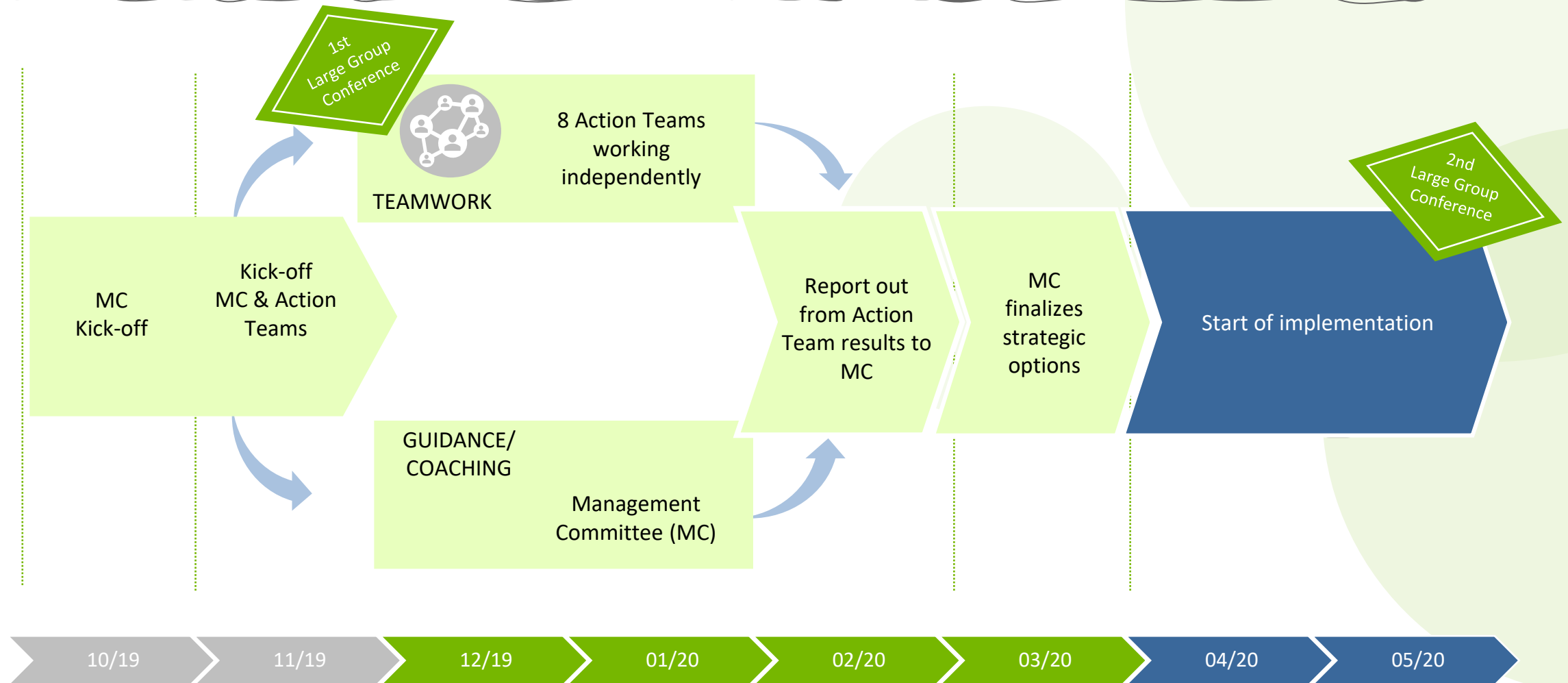


2. DATA & SUGGESTIONS by Action Teams



Best Practice Example – A holistic approach to develop a new strategy

Mobilizing and focusing the organization for Whole System Change



Two process layers drive the strategy development approach

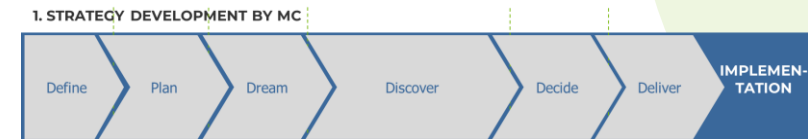
Layer 1 – Strategy development by the leadership team

Work of Top Level Leadership

- defines & steers the process (why – what – how)
- works on strategy, structure & culture
- defines Action Fields & staffs the Action Teams
- puts the strategy together, reviews & renews it

6 sprints until implementation: 6 months

- define – plan – dream – discover – decide – deliver
- in off-site team workshops



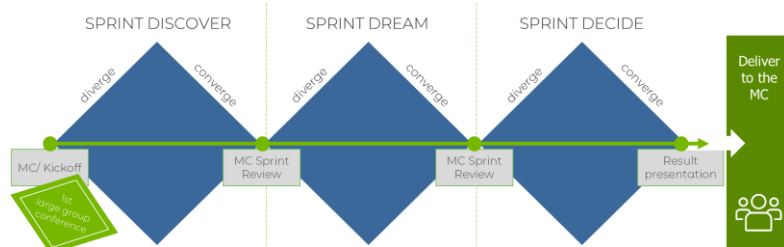
Two process layers drive the strategy development approach

Layer 2 – Input and proposals out of the organization

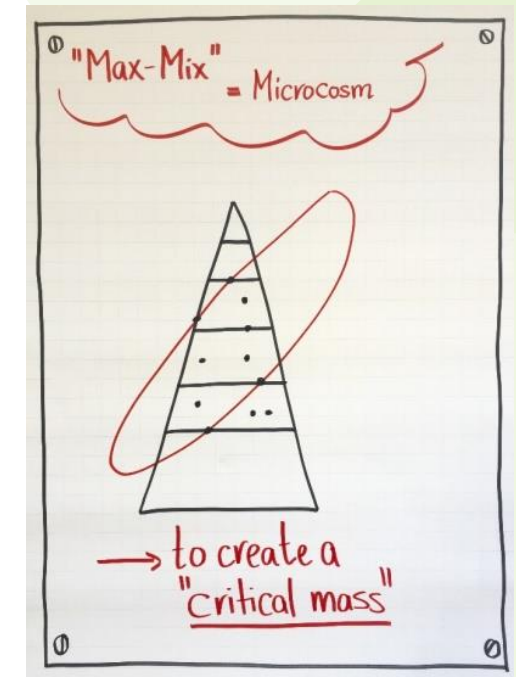
The Action Teams:

- deliver relevant data & suggestions on their respective Action Field to the MC
- Work self organized in **3 sprints** until delivery after **3 months**

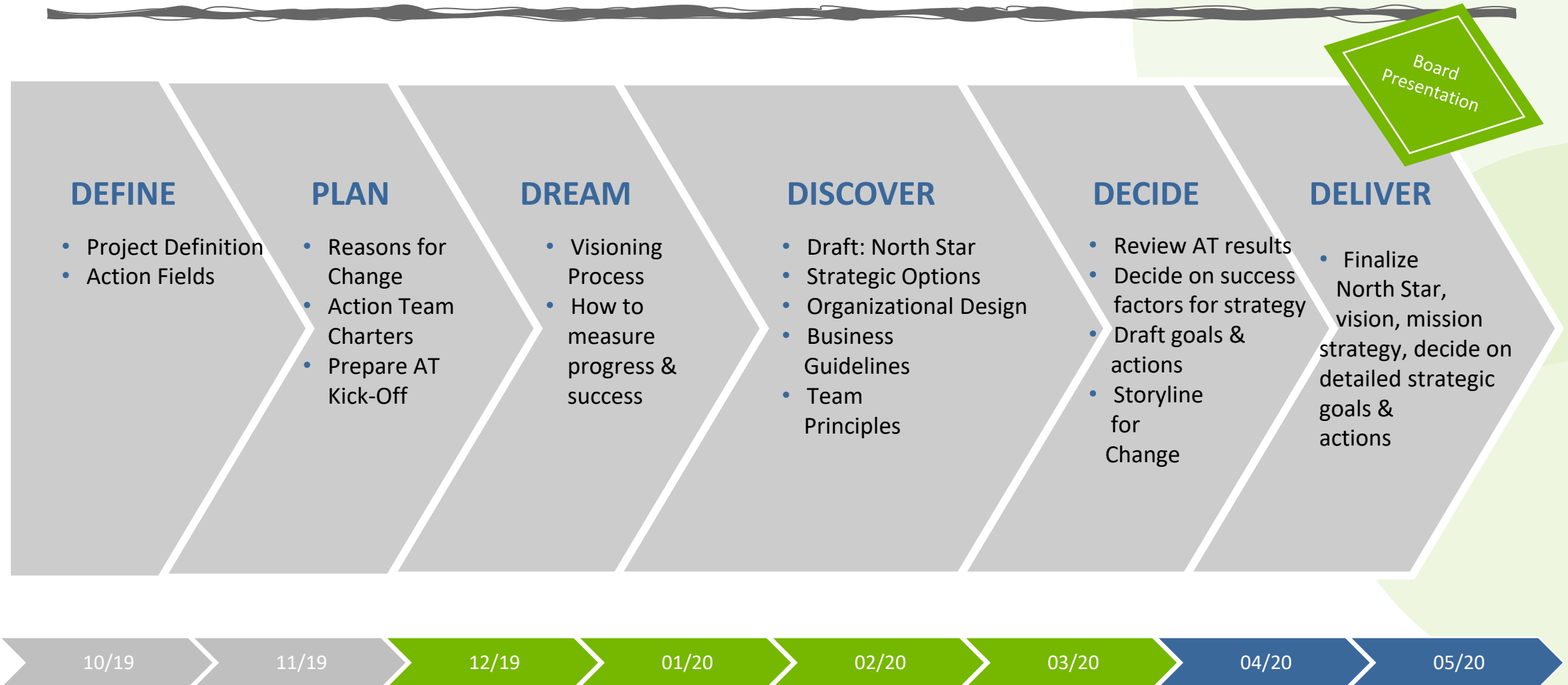
discover – dream – decide – deliver



- Are staffed “max-mix” with a high diversity to create a microcosm = a critical mass to move the organization

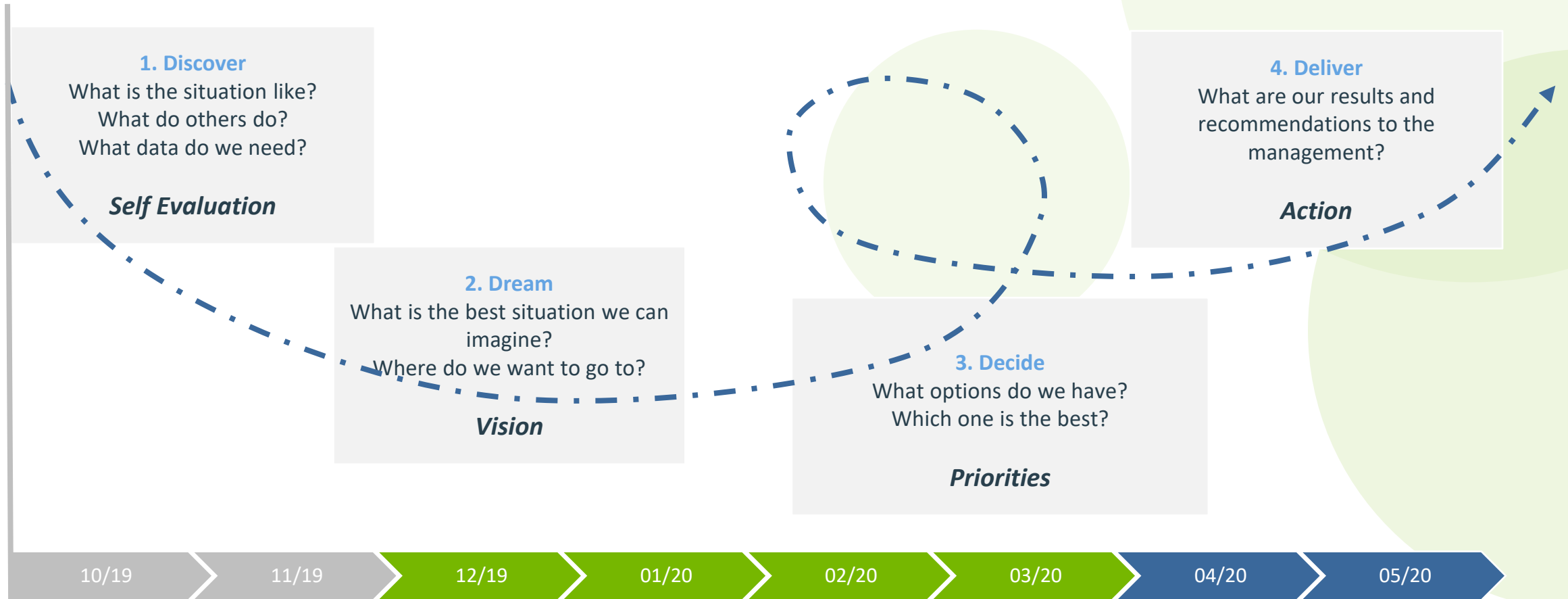


Strategy Development in Leadership Workshops



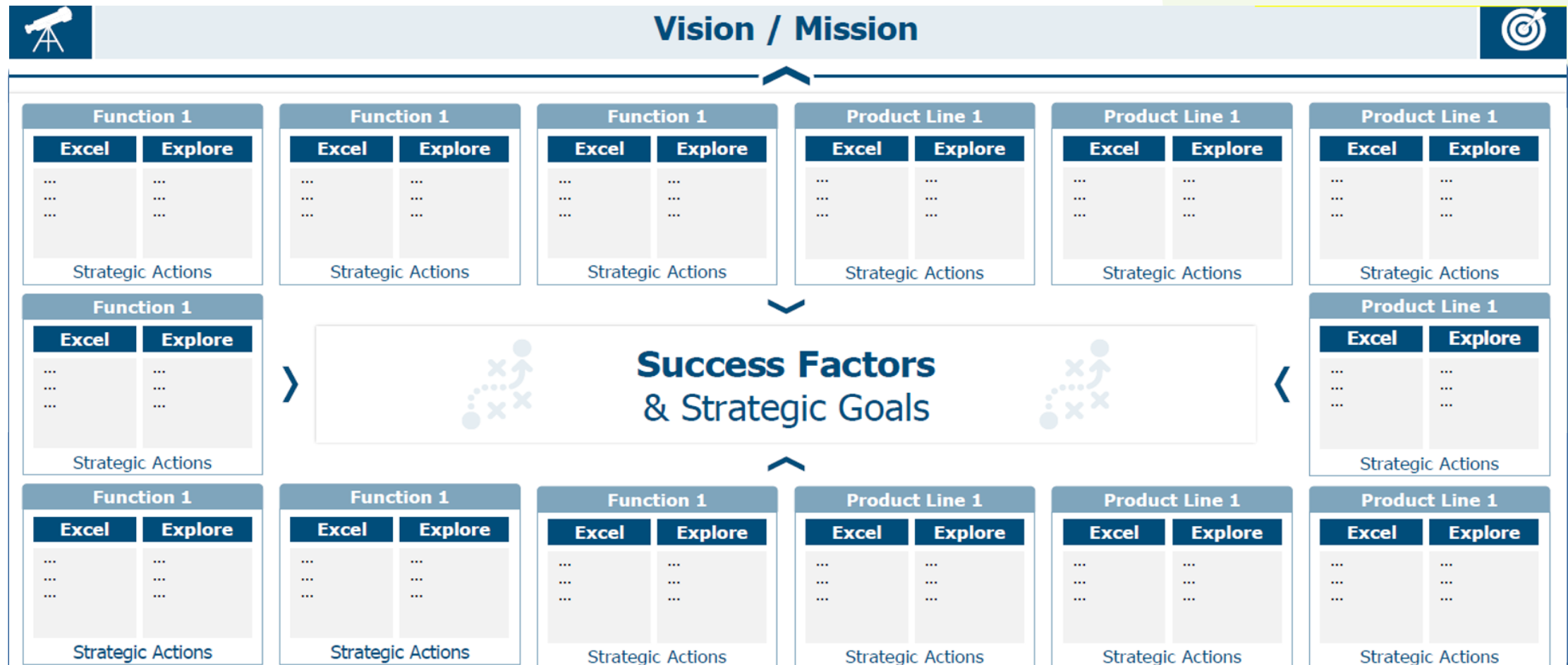
Learning Journey of our Action Teams -

Guiding questions to be answered



Project example: Strategy Roadbook -

Actions for every business area - ready to be implemented



Get in touch for YOUR WHOLE SYSTEM PROJECT



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