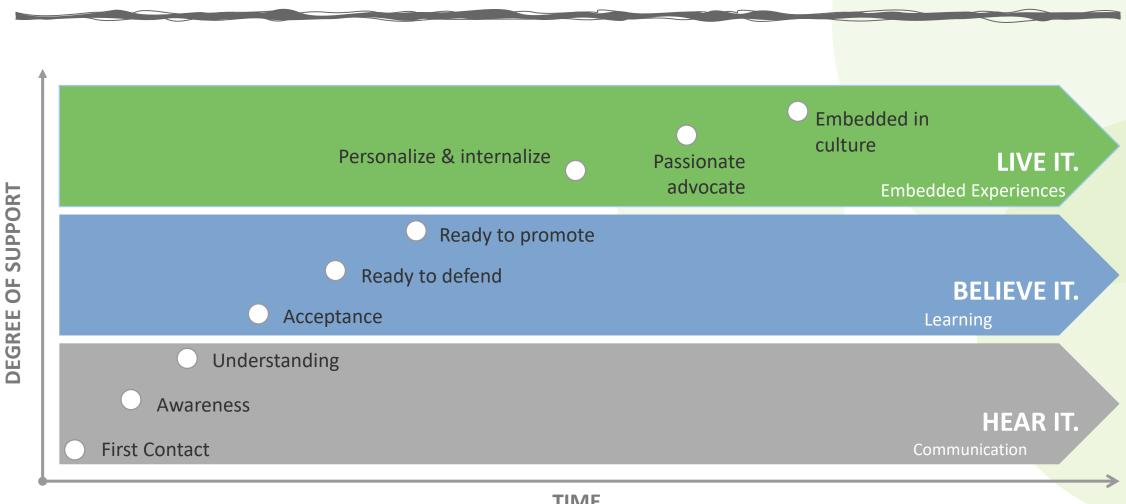
Whole System Change

Principles, Processes & Methodology

Helga Lensch
medienbüro babelsberg GbR



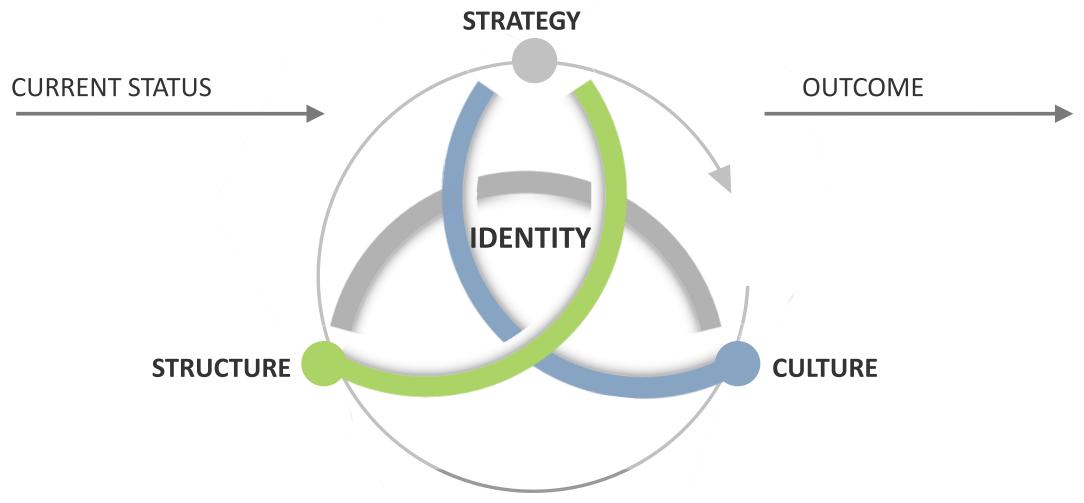
Engage the people: The Activation Curve for success and mobilization



TIME

Let's move it!

Working in parallel on...



Helga Lensch

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 -

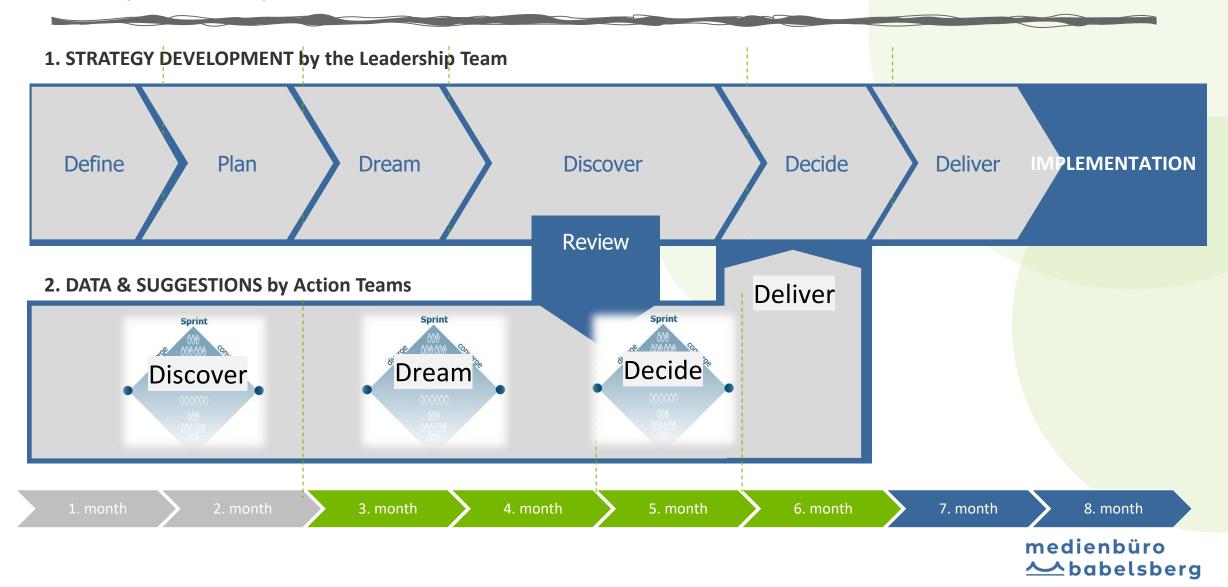
The Change Formula to Mobilize Energy for Change





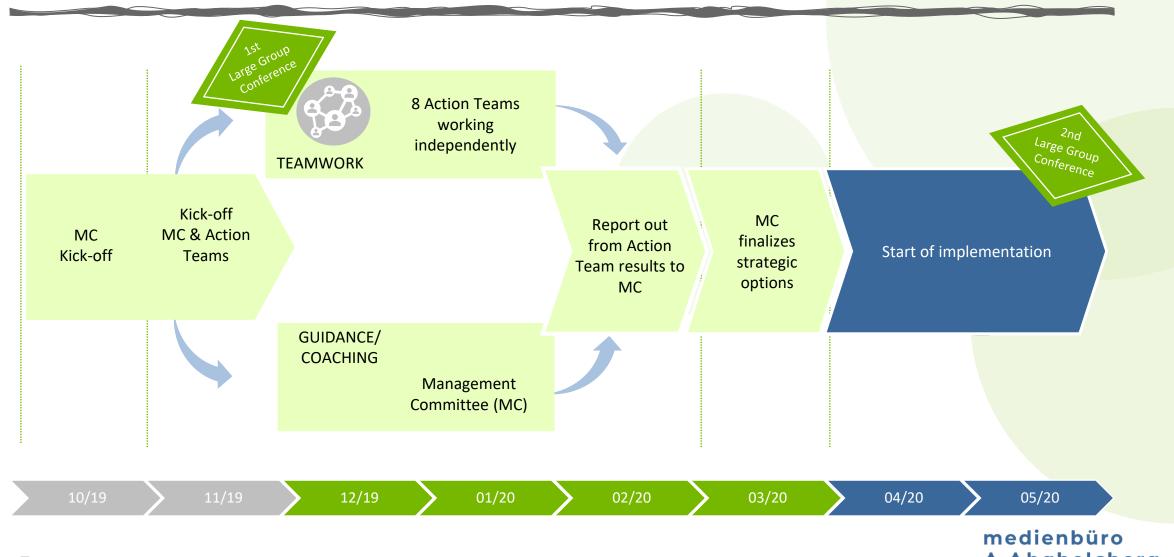
Driving the common strategy development -

Two process layers interlocked to each other



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





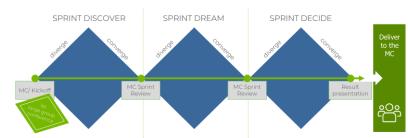
Two process layers drive the strategy development approach

Layer 2 – Input and proposals out of the organization

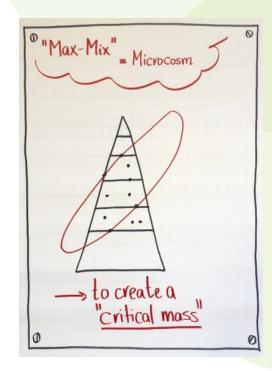
The Action Teams:

- 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

Presentation

DEFINE

- Project Definition
- Action Fields

PLAN

- Reasons for Change
- Action Team
 Charters
- Prepare AT Kick-Off

DREAM

- Visioning Process
- How to measure progress & success

DISCOVER

- Draft: North Star
- Strategic Options
- Organizational Design
- BusinessGuidelines
- TeamPrinciples

DECIDE

- Review AT results
- Decide on success factors for strategy
- Draft goals & actions
- Storyline for Change

DELIVER

Finalize
 North Star,
 vision, mission
 strategy, decide on
 detailed strategic
 goals &
 actions

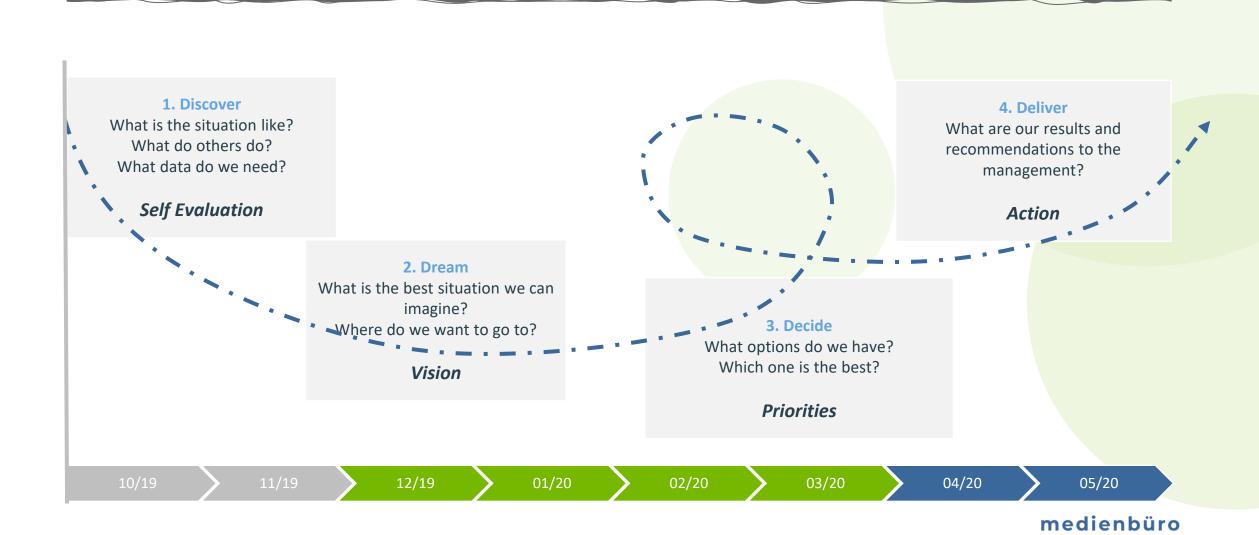
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10/19 11/19 12/19 01/20 02/20 03/20 04/20 05/20

Learning Journey of our Action Teams -

Guiding questions to be answered



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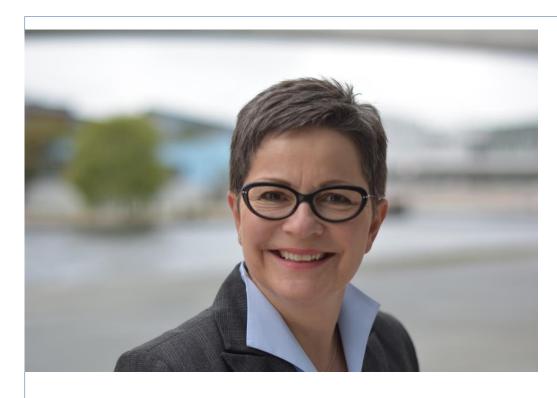
Project example: Strategy Roadbook -

Actions for every business area - ready to be implemented





Get in touch for YOUR WHOLE SYSTEM PROJECT



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Helga Lensch 13