



where are you?

performance embedded

Every company and situation is different

Your Options, Situation & Start Point will affect your needs.

Which of the following points are most important?

Your Options

How do you see the way forward?

- What Results Do You Need?**
Financials & Output to Behaviours & Values
- Scale of Change**
Fine Tune, Evolve, Develop, Reconstruct, Revolution
- Decision-Taking**
Top-Down, Centralised, De-Centralised, Bottom-Up
- Approach**
Investigate, Educate, Collaborate, Direct, Coerce



u n i q u e

Your Situation

Constraints and opportunities?

- Timescales**
How much time have you got for which milestone?
- Motivation**
How aware, motivated & supportive of change are people?
- Similarity**
Is your organisation diverse or homogeneous?
- Change Capability & Capacity**
In terms of key people & resources
- Where Is The Power Held?**
Who holds what power within the organisation?
- Preservation Orders**
What needs to be protected or preserved?

Your Start Point

What progress have you made to date?

- Aware**
Know what is required & how to achieve it
- Evaluated**
Know the benefit the change will bring
- Organised**
Resources and skills in place and committed to the plan
- Piloted**
Thorough proven demonstration of the change achieved
- Embedded**
Organisation modified to sustain the pilot benefits
- Multiplied**
Pilot repeated across the organisation to leverage the benefits