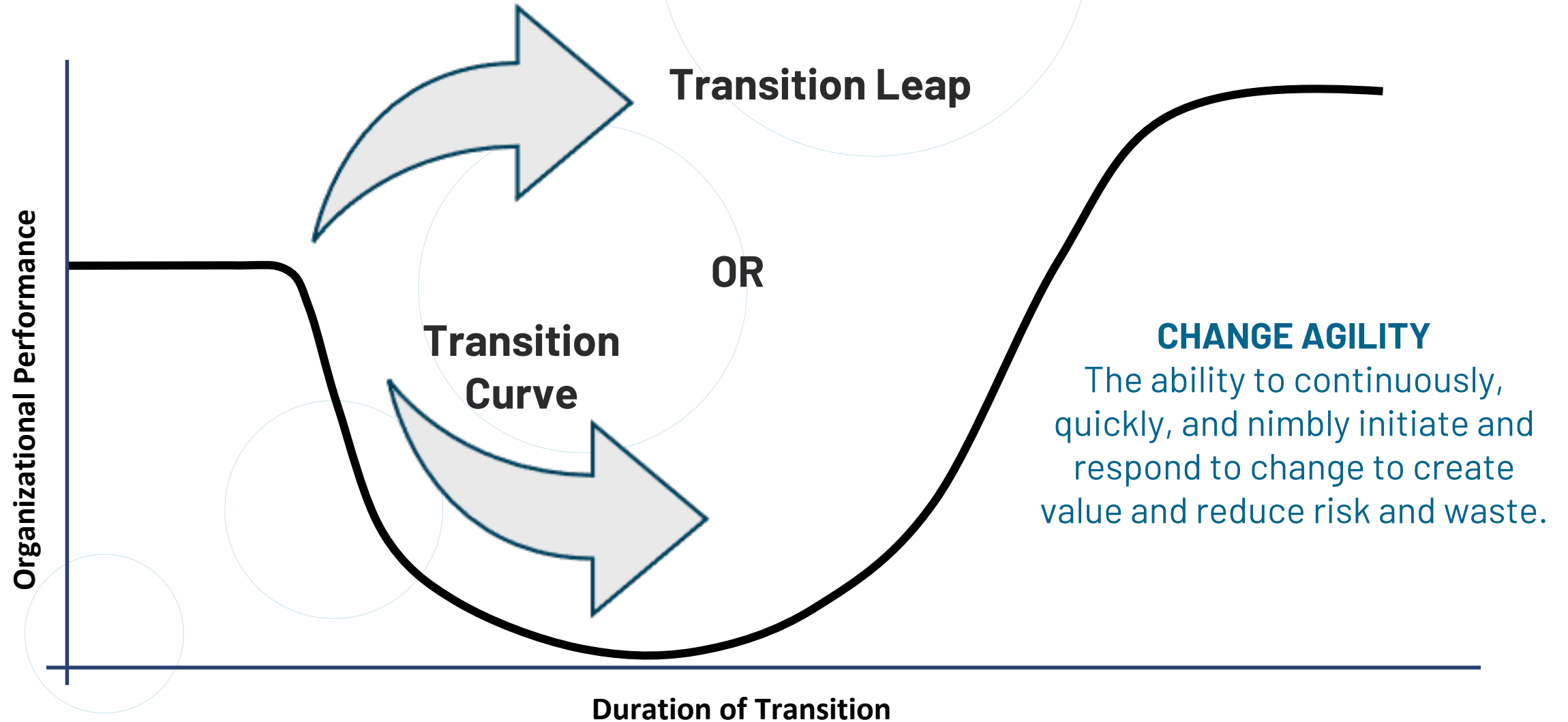


# Change Agility Toolkit





# Focus on the W.I.N

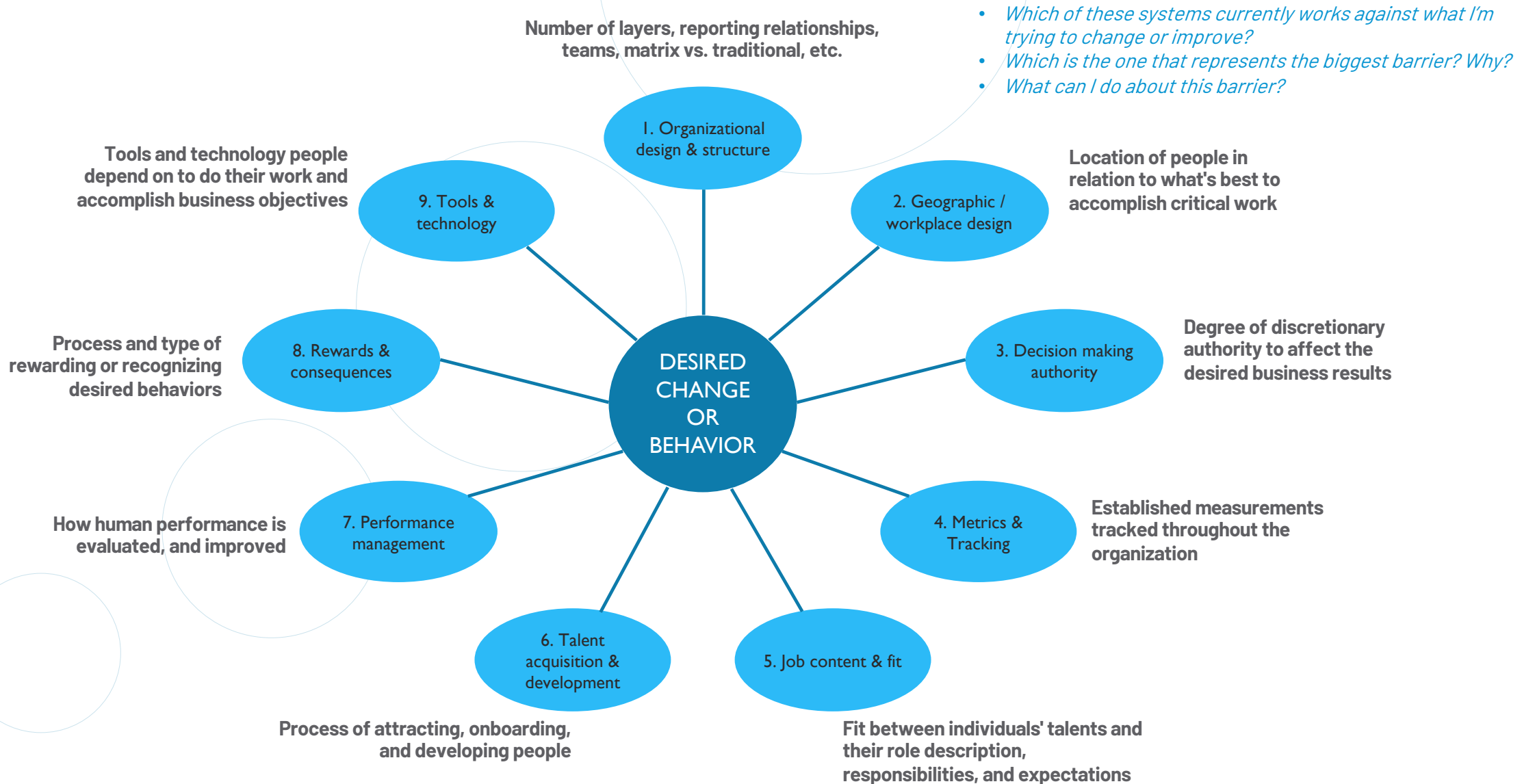
- *What are the top strategic objectives now?*
- *What project or initiative has the most visibility and resources?*
- *What topic or issue is talked about the most throughout the organization?*



- *Where does your boss spend most of her or his time? What is he or she most passionate about?*
- *Where do leaders engage people in? What do people feel pulled into?*
- *How are leaders measured? What do they get recognized or rewarded for?*

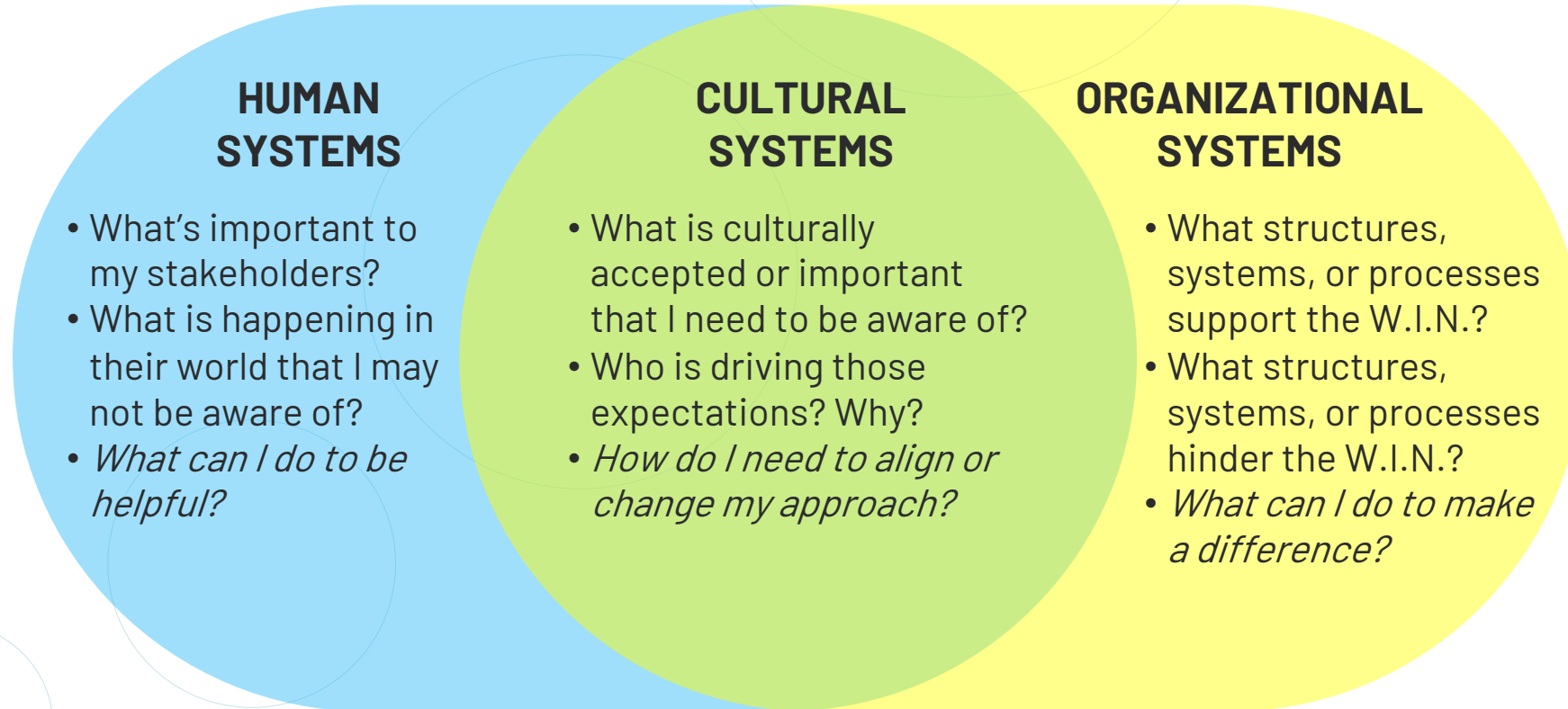
- *How can your work solve a problem towards or accomplish an objective?*
- *What's one of your stakeholders' top priorities where you can make a material contribution?*

# Tool: Organizational Systems Framework



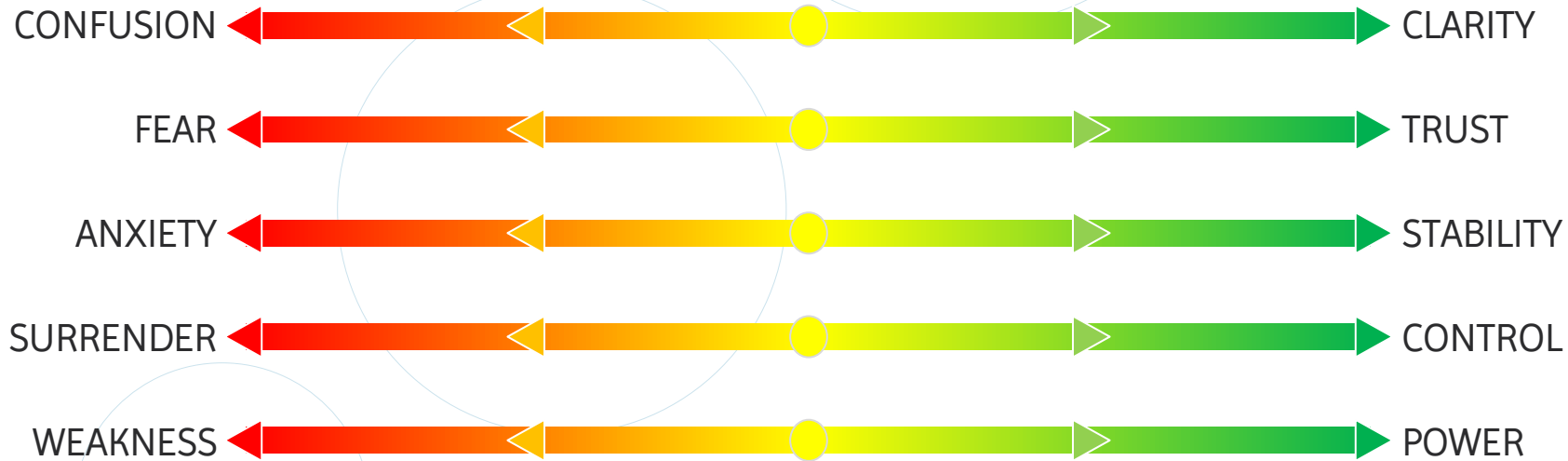
- Which of these systems currently works against what I'm trying to change or improve?
- Which is the one that represents the biggest barrier? Why?
- What can I do about this barrier?

# 3 for 3 Systems Tool



# Tool: Acceptance Continuum

REJECTION



ACCEPTANCE

**Assess**

1. What is the degree of clarity about WHAT the change is, WHY it's important, and HOW it's going to happen?
2. How much trust do people feel about the change? How much do people trust those leading the change?
3. How much disruption is the change causing?
4. How much sense ownership and control do they have?
5. How much power and authority are people retaining vs. losing

**Tips for creating change agility**

- 1) Do not blame
- 2) Listen & observe
- 3) Provide evidence

# Simplification Tool: ECRF

**ELIMINATE**

What activities are unnecessary and can be eliminated?

**COMBINE**

What activities are similar enough to combine?

**REPLACE**

What activities can be replaced with better procedures?

**FACILITATE**

How can we make the task or process easier to perform?