

What happens after the big event(s)?

Amplifying Change: A 3-Phase Approach to Model, Nurture and Embed Ideas for Change

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A capture of what workshop participants developed as ways to

- A) Model: Get new ideas and proposals tried out
- B) Nurture: Support the growth of the most promising
- C) Embed: Ensure important changes and innovations get integrated into the organization's structure, processes and culture

How to inspire modelling

- 1) Leaders (formal/informal) use new language to amplify the image.
- 2) Embrace own responsibility to make change
- 3) Intergenerational support
- 4) Who else?
- 5) How to address 24/7 challenges in engaging frontline
- 6) Involve people "at their" place of work to get their story & invite reframing to align to new image
- 7) Ask for their examples of stories to identify their "strengths" / learnings & use to apply to their actions. together
Build relationship across the stakeholder

20% Time 3M+ Google
Idea IBM - choose Jan
Metric of action visible

Use ^{peer} coaching to reinforce the ~~skill~~ process.

- Teach others along the way
- Apply learning - action learning
- Try a bunch of stuff -> no risk or "next wise action"
- Visit other companies, who is doing it.
- Help people see where they can.
- "ask for permission later" Question, then how do you harvest the learning.
- Blow up the detailed action 3yr plan.
- Change ~~our~~ our relationships with failure.
- find ways to bring in structure (Pmo)

How to support nurturing

Provide evidence of what does not work

focus on everything not just success

Meeting 'What did we learn?'

Guts award - honoring courage

Help leaders look at own impact on projects + people - see actions

Reverse mentoring - junior employee mentors & senior leader - "what can I learn from you?"

Cont
Reflex → what are you proud of / what you learned

Action "What next?"

Publish / elevate "stones" of people in the system

Journey → contributes to the mindset & Shift - individual & Org - the people

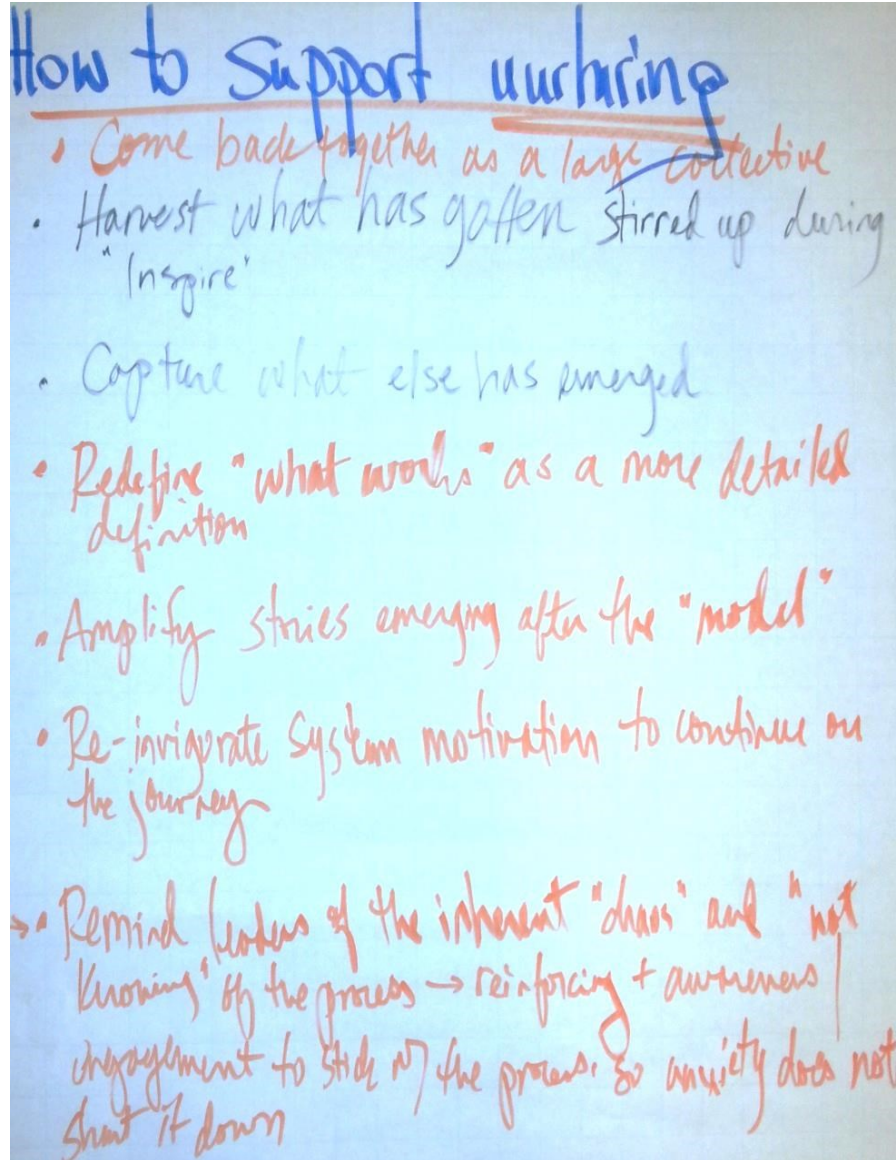
Shift from traditional org chart
↓ (dialogic from diagnostic)
· interconnected / passion
· holistic view vs. "silo" / indiv.

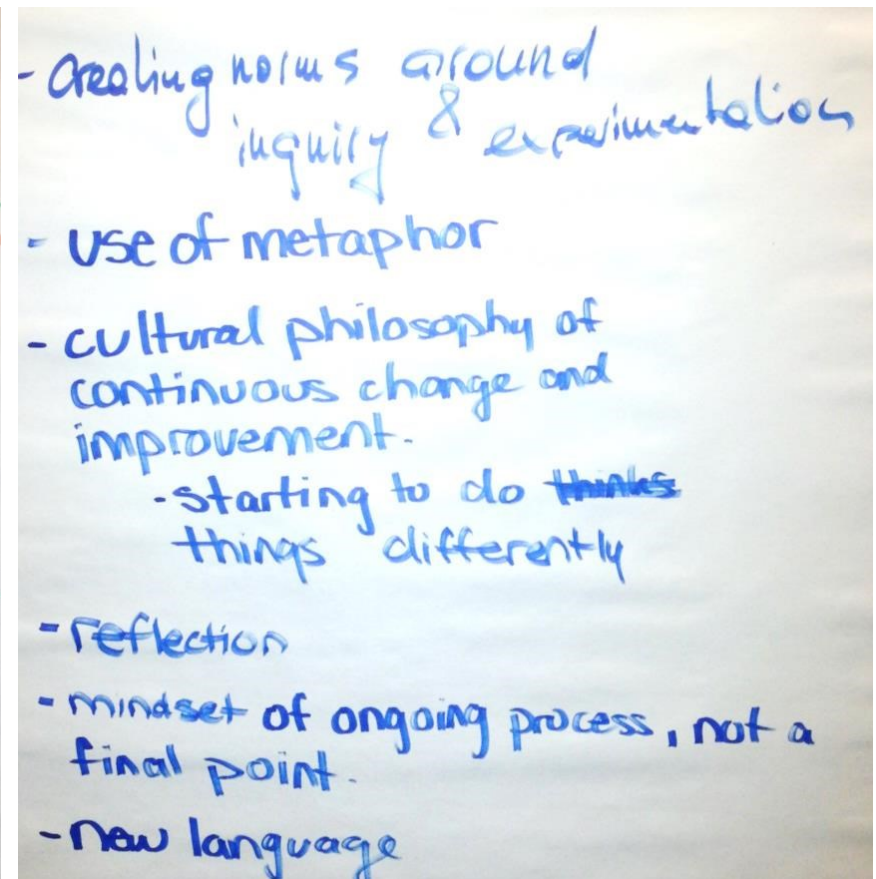
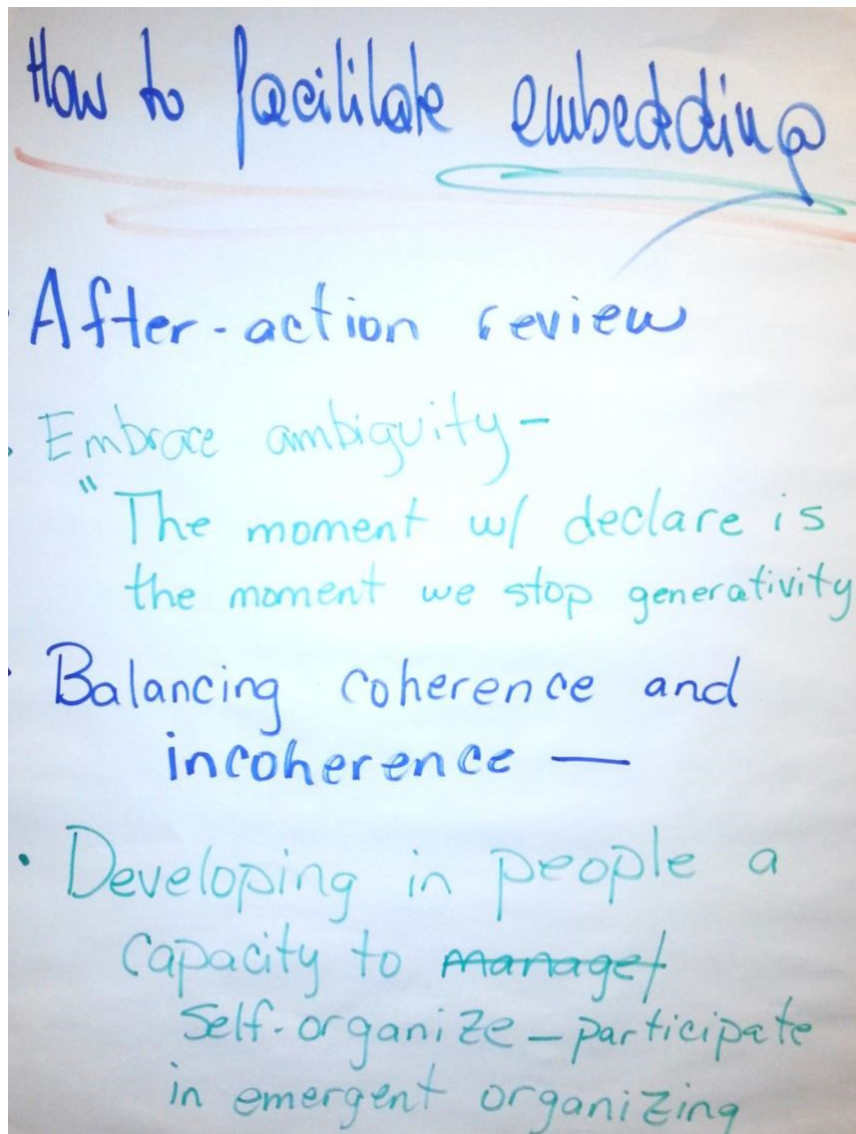
Engage in uncovering the intrinsic motivation / build relationships

Continuation of dialogue to work through with emergence (↑ dialogue, build bridges).

Both/and → confidence to move f'd AND sharing outcomes/updates

TRIAL + LEARNING (failure is ^{Pos.} +)





How to facilitate embedding

- Imp. to keep people in the place of emergence eg. Invite the group to see it as a journey (lyr.)
- Establish guiding principles re: rules. / simple simplicity, flexibility, engaging.
- Celebrating progress along the way & what we learned from "failure" (leaders do this).
- Know you need to change because of the new context.
- Provide simple structures for guidance eg. 3 meeting. People like structure / certainty. so provide structure re: the process.

We also co-create the process.
leaders publicly support → model the way.

- different skill set for this part.
- embed - as starting the cycle again, on a smaller level
- maybe internals get to do more embedding. incl celebrating, honoring finding ways for ppl to use strengths!
- a adaptive change, to make a adaptive change
How to embed this way of being? embedding sensitive radar to detect: need for change earlier, before we have our backs against the wall.

1) Embed, becomes part of the "fibre" and DNA of culture/people/essence fabric of organization.

Spread ~~like~~ and still engage individuals to build their own "version". using "Principles"

Co-created practices Vs Best practices

- Story-telling on great things that are happening
- OK to fail. Seeing failure as a learning opportunity
- **No Fire policy** "OK to make mistakes"
↳ Remove fear from system
- Development philosophy: giving & receiving feedback
- Building that competence
- Acknowledge the change/demonstrate success
- Get employees to invite executives to show up
- Get the leaders' behaviours in check (Model - Admit mistakes)
- ↳ Leaders offering to support ee's.

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