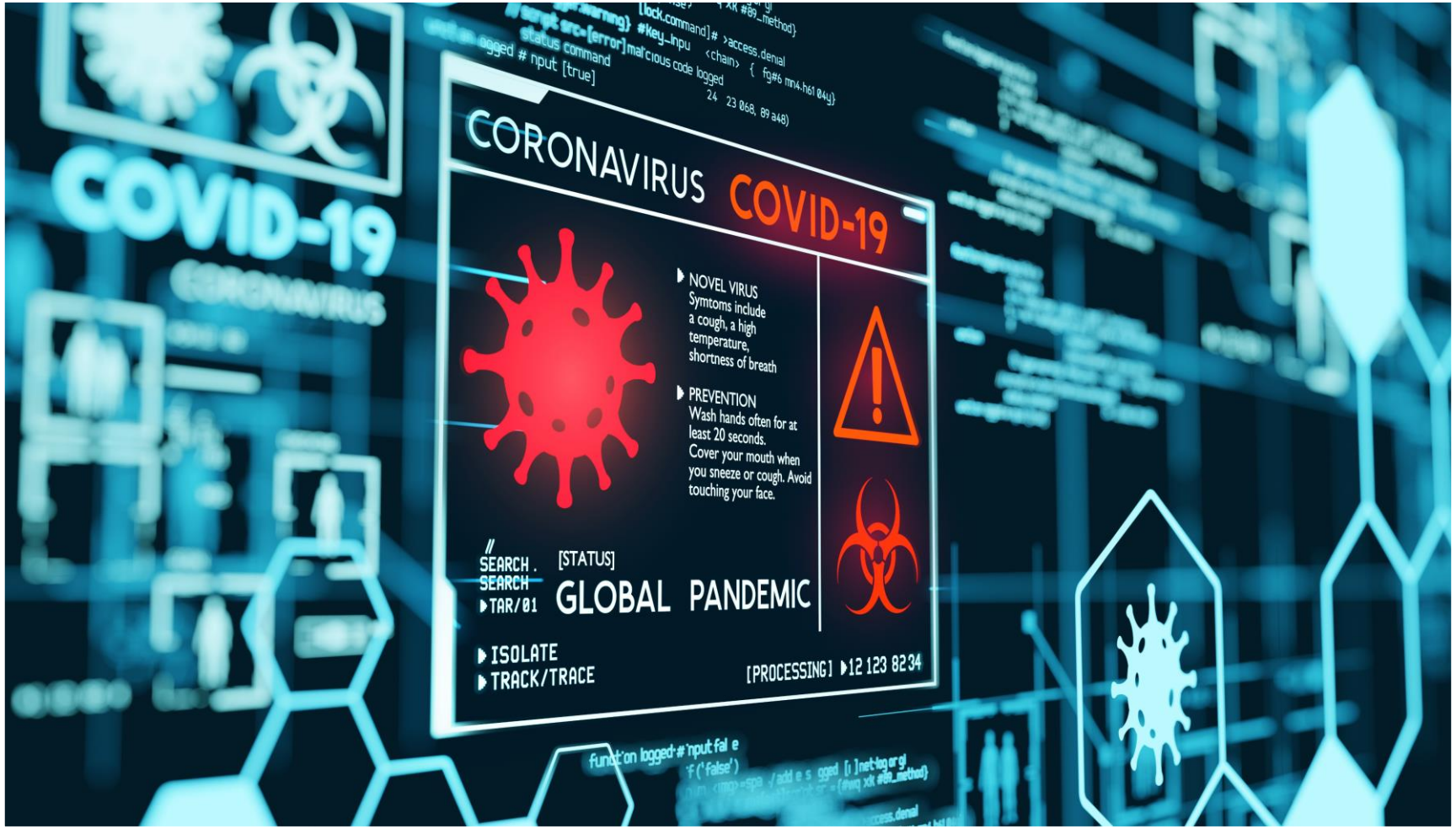
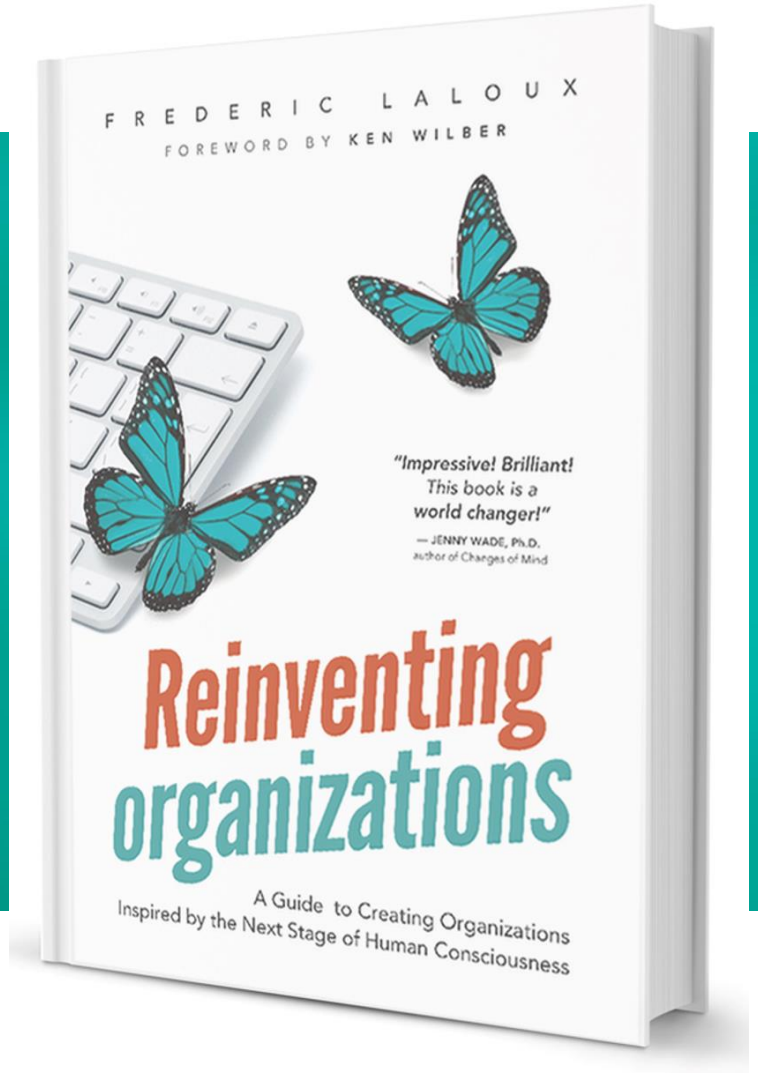
Sustainable Transformation:

where to from here?

What’s stopping you from doing the best work of your life?


COVID-19
CORONAVIRUS
CORONAVIRUS COVID-19
NOVEL VIRUS
Symtoms include a cough, a high temperature, shortness of breath
PREVENTION
Wash hands often for at least 20 seconds. Cover your mouth when you sneeze or cough. Avoid touching your face.
SEARCH .
SEARCH
TAR/01
[STATUS]
GLOBAL PANDEMIC
ISOLATE
TRACK/TRACE
[PROCESSING] 12 123 8234

What’s next?


FREDERIC LALOUX
FOREWORD BY KEN WILBER
"Impressive! Brilliant! This book is a world changer!"
— JENNY WADE, Ph.D.
author of Changes of Mind
Reinventing organizations
A Guide to Creating Organizations Inspired by the Next Stage of Human Consciousness

Coffee first, then care

Buurtzorg provides more humane care for elderly people at a lower cost. So what's stopping it from being adopted in Australia?

DIANA BAGNALL • 8 OCTOBER 2021 •

BUURTZORG

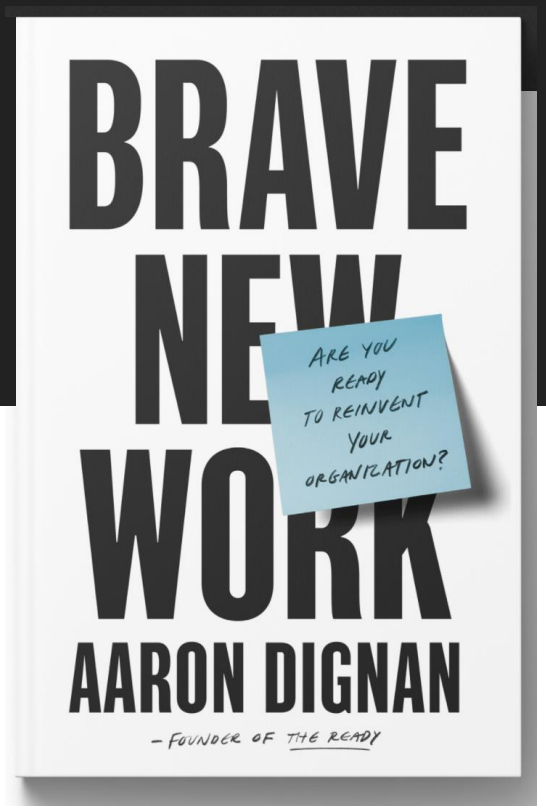
Humanity over Bureaucracy

The nurse-led Buurtzorg model is attracting attention around the world.

IMPLEMENTING
BEYOND BUDGETING
Unlocking the
Performance Potential
2nd Edition
BJARTE BOGSNES
Foreword by Robert S. Kaplan
WILEY

BRAVE NEW WORK IN LONDON

"THE PROBLEM ISN'T OUR PEOPLE. IT'S NOT OUR LEADERS EITHER. IT'S OUR OPERATING SYSTEM."



1. PURPOSE

How we orient and steer.

Source: Brave New Work. Dignan, 2019

PURPOSE. How we orient and steer.

Nudges:

1. Create a powerful purpose statement (MTP)
2. Elevate your organisation's purpose
3. Create your own purpose statement

Nourish people and the planet.

2. MEETINGS

How we convene and coordinate.

Source: Brave New Work. Dignan, 2019

MEETINGS. How we convene and coordinate.

Nudges:

1. Ban status meetings
2. Question the need and purpose of all meetings!
3. Change meeting formats (check-ins, rounds, lean coffee…)

3. INFORMATION

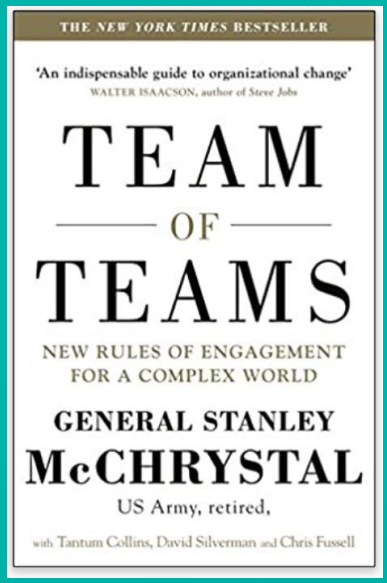
How we share and use data, insights and knowledge.

Adapted from Brave New Work. Dignan, 2019

INFORMATION. How we share and use data, insights & knowledge.

Nudges:

1. Work out loud and ban email!
2. Less push, more pull
3. Default = unlocked information



4. MEMBERSHIP

How we define and cultivate relationships.

Source: Brave New Work. Dignan, 2019

MEMBERSHIP. How we define and cultivate relationships.

Nudges:

1. Introduce rituals
2. Cultural contribution over cultural fit
3. Build stronger connections

5. RESOURCES

How we invest our time and money.

Source: Brave New Work. Dignan, 2019

RESOURCES. How we invest our time and money.

Nudges:

1. Participatory budgeting
2. Zero-based budgeting
3. Dynamic funding, just-in-time spending

How to shift your operating system one nudge at a time.

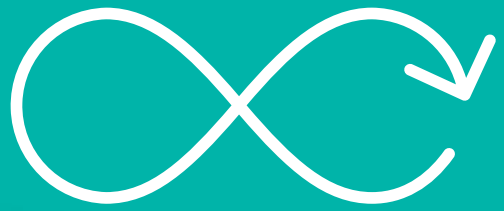
PURPOSE	MEETINGS	INFORMATION	MEMBERSHIP	RESOURCES
Create a powerful purpose statement	Ban status meetings	Work out loud and ban email!	Introduce rituals	Participatory budgeting
Elevate your organisation's purpose	Question need and purpose of all meetings!	Less push, more pull	Cultural contribution over cultural fit	Zero-based budgeting
Create your own purpose statement	Change meeting formats	Default = unlocked information	Build stronger connections	Dynamic funding, just-in-time spending

Adapted from Brave New Work. Dignan, 2019

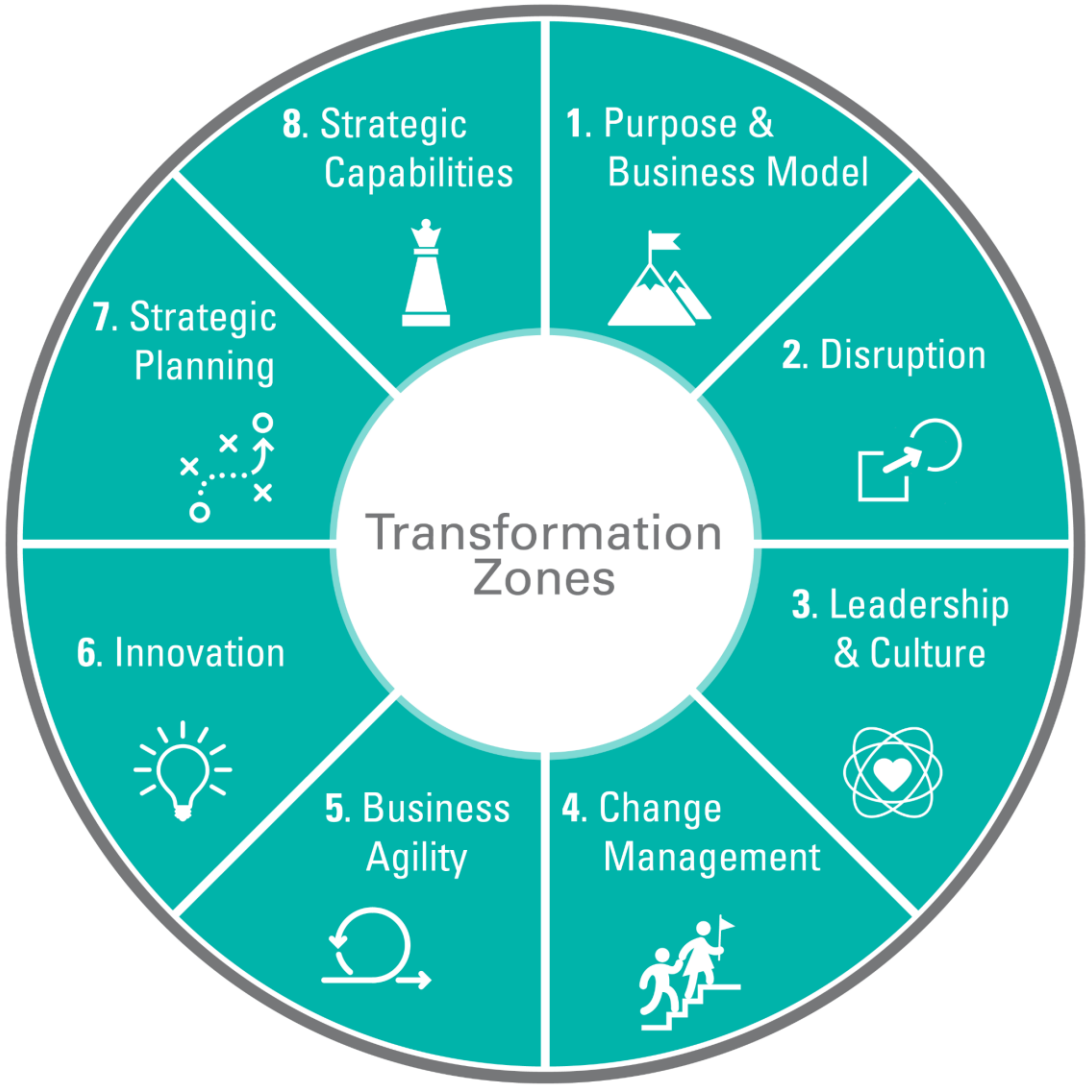
‘The academic research is really clear that when corporations launch transformations, roughly 70 percent fail.’

- McKinsey

Transformation is a process not a project



Expand your transformation view



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ENABLE
EXTRAORDINARY

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