

DRIVING RESULTS – Focused Organizational Change in a Time of Economic Crisis

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positive eye



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IMPERMANENCE –
OUR WORLD...
OUR INDUSTRY...
OUR LIVES.....

”



- economic turmoil
- mergers & acquisitions
- environmental challenges
- layoffs

SHARING THOUGHTS

Instructions: Pick a partner and ask the following question. You will both have 5 minutes to discuss your comments with your partner.

As a leader, what do you need to change or do to prosper....moving from fear to action to transformation?

STEP 1 – READINESS TO TRANSFORM

Acknowledgement

what are the facts?

Forgiveness/Acceptance

are the facts real, verifiable?

Redemption

what do you need to do to move forward, now that you have acknowledged and accepted these circumstances?

STEP 2 – DEFINING OUR FUTURE

What do you look like in...

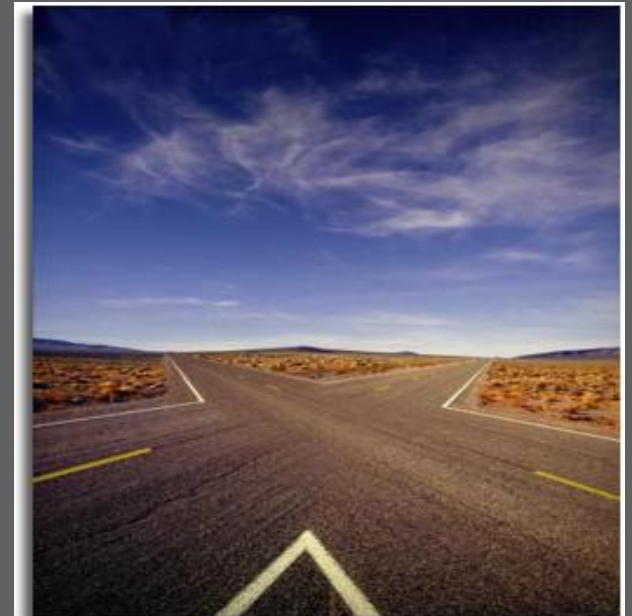
18 months?

9 months?

in 3 months?

What should you hold onto?

- Vision
- Mission
- Values



STEP 2 – LIVING BREATHING STRATEGY

Strategic Planning Paradigm Shift

1. Defining our **key strategic objectives**
– what takes us to our defined future.
2. Looking through four perspectives...

Our Customers

Our Internal Processes

Our Human Resources

Our Financial Wholeness



STEP 3 – ACHIEVING ALIGNMENT

STAKEHOLDER RELATIONSHIPS

Identify your stakeholders.

What do they want from you, what do you want from them?

Can you provide these expectations and still get to your defined future?

What do you need to do differently?

STEP 3 – ACHIEVING ALIGNMENT

SYSTEM RELATIONSHIPS

Identify your key systems (internal processes).

What % of these systems (processes) meet your needs?

What do you need to stop doing, improve upon, or start doing so that your systems (internal processes) meet your new defined future 100%?

What costs will you need to consider to be 100% effective and efficient? What % can you afford to do now?

STEP 4 – PASSIONATE PRODUCTIVITY

TAKING ACTION!

- CO-CREATING A PLAN(S)
- shared ownership
- measurable with milestones
- creating accountability



WHERE DO I GO FROM HERE?

What things will you start today...

1. To embrace impermanence and change?
2. To redefine your company's future?
3. To build a living, breathing strategic plan?
4. To achieve alignment to the strategic plan?
5. To take **ACTION!!!**

Dive in, start today...



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thank you

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