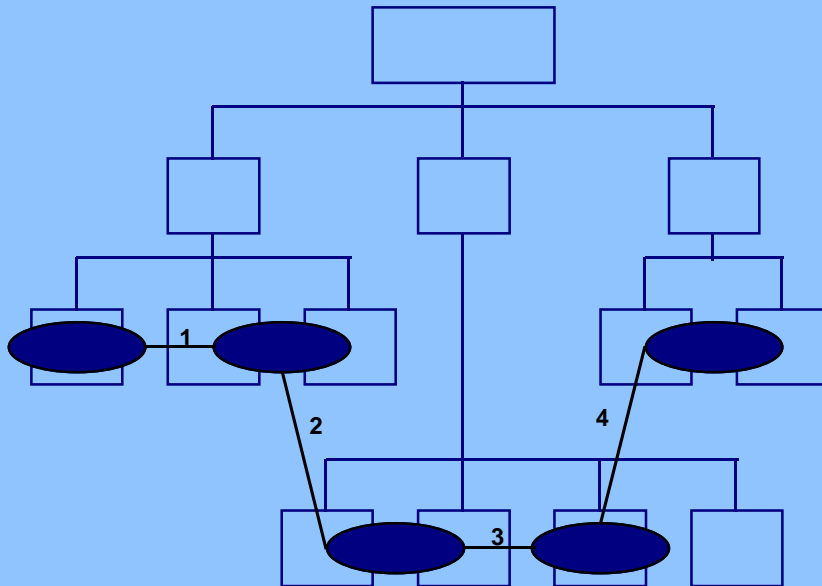


WHERE DO YOU WORK ???

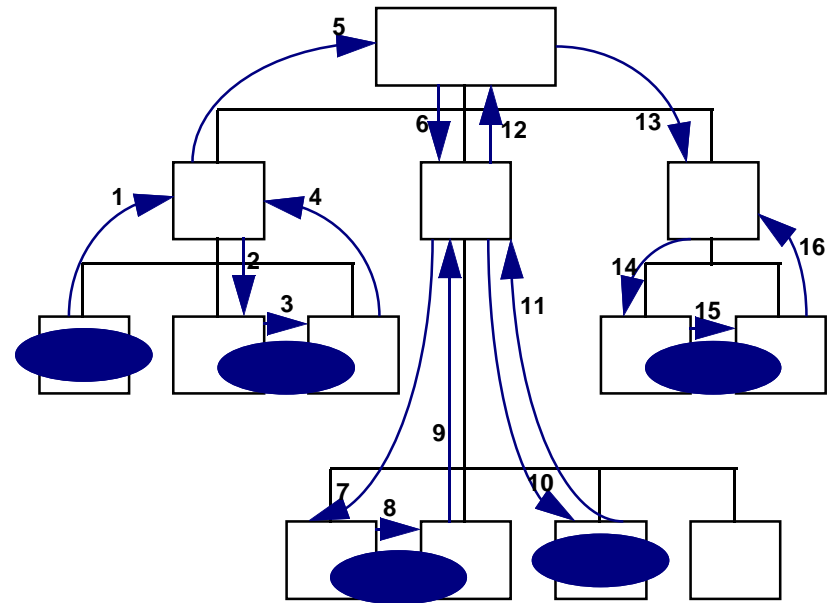


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Do you work in a **BUSINESS** ...



or in a **BUSY MESS ???**



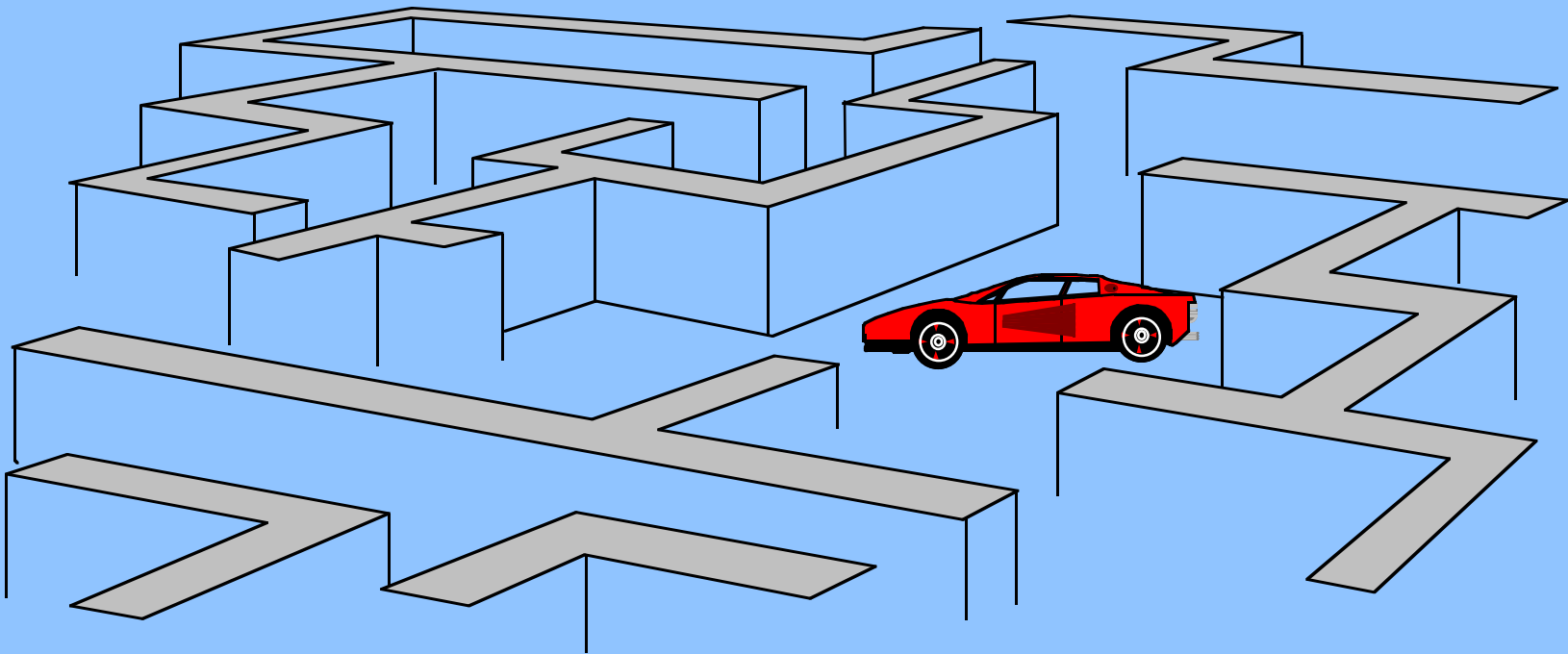
REDESIGN & WORKFLOW



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- ◆ **Align redesign effort & workflow**
- ◆ **First get your processes right...**
- ◆ **then implement workflow systems**
- ◆ **DON'T AUTOMATE YOUR BUSY MESS !!!**



BUT ...

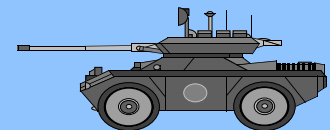
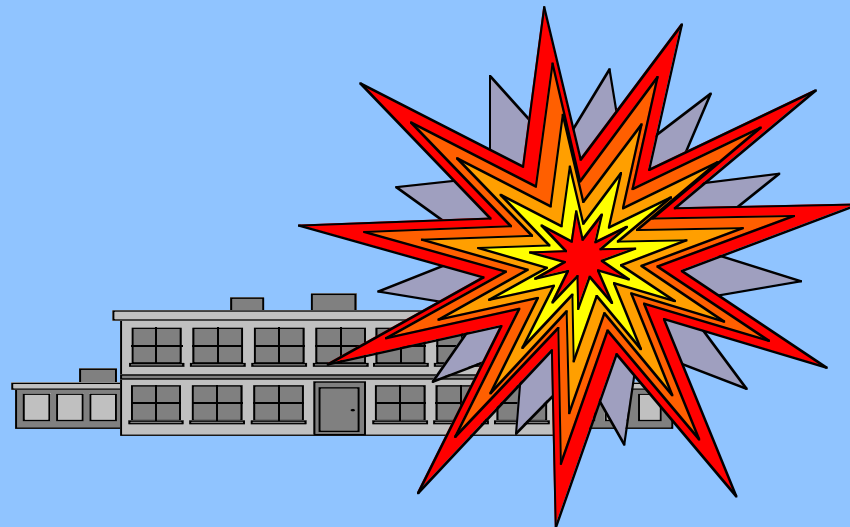


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*“To persist with slash-and-burn downsizing,
along with the sort of neutron-bomb reengineering
that leaves only the buildings standing,
is tantamount to management malpractice.”*

Peter Scott-Morgan



SO, WHAT ...



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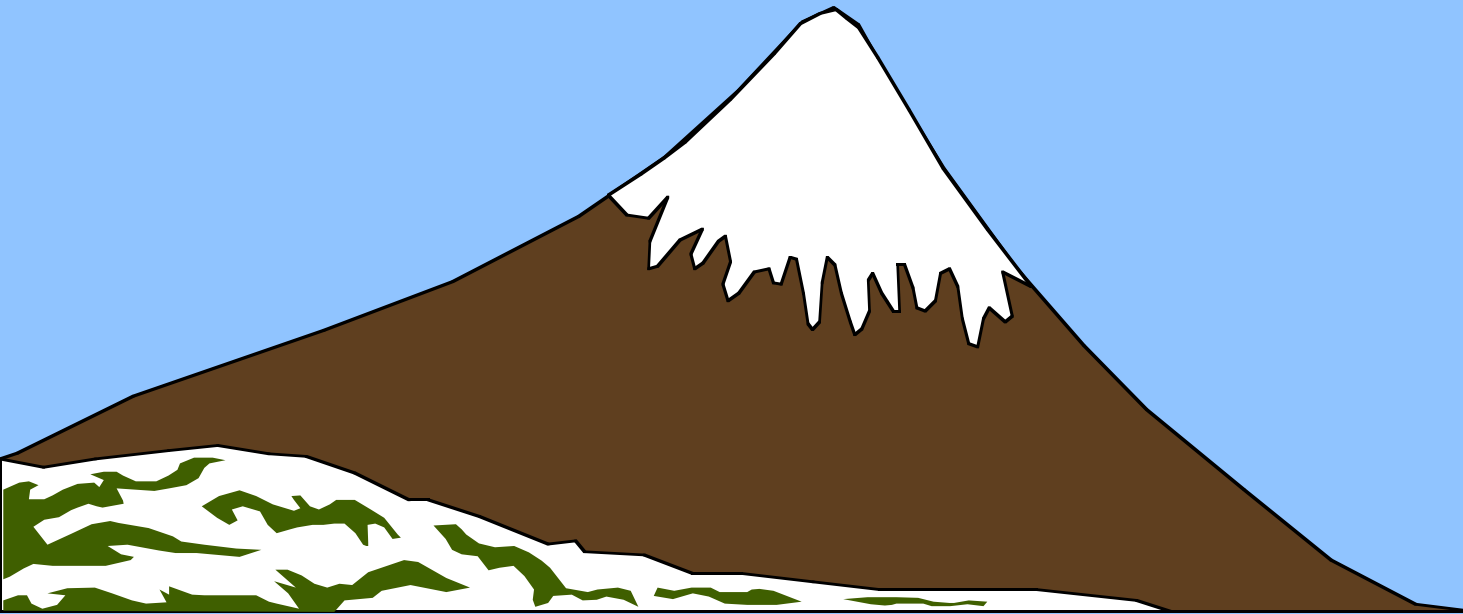
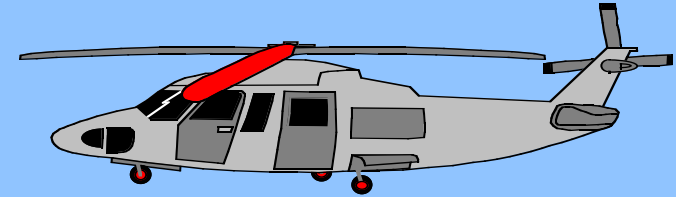


- ◆ **THINK PROCESS**
- ◆ **BENCHMARK**
- ◆ **LEARN SEDUCTION**

IS THERE A SHORTCUT ?



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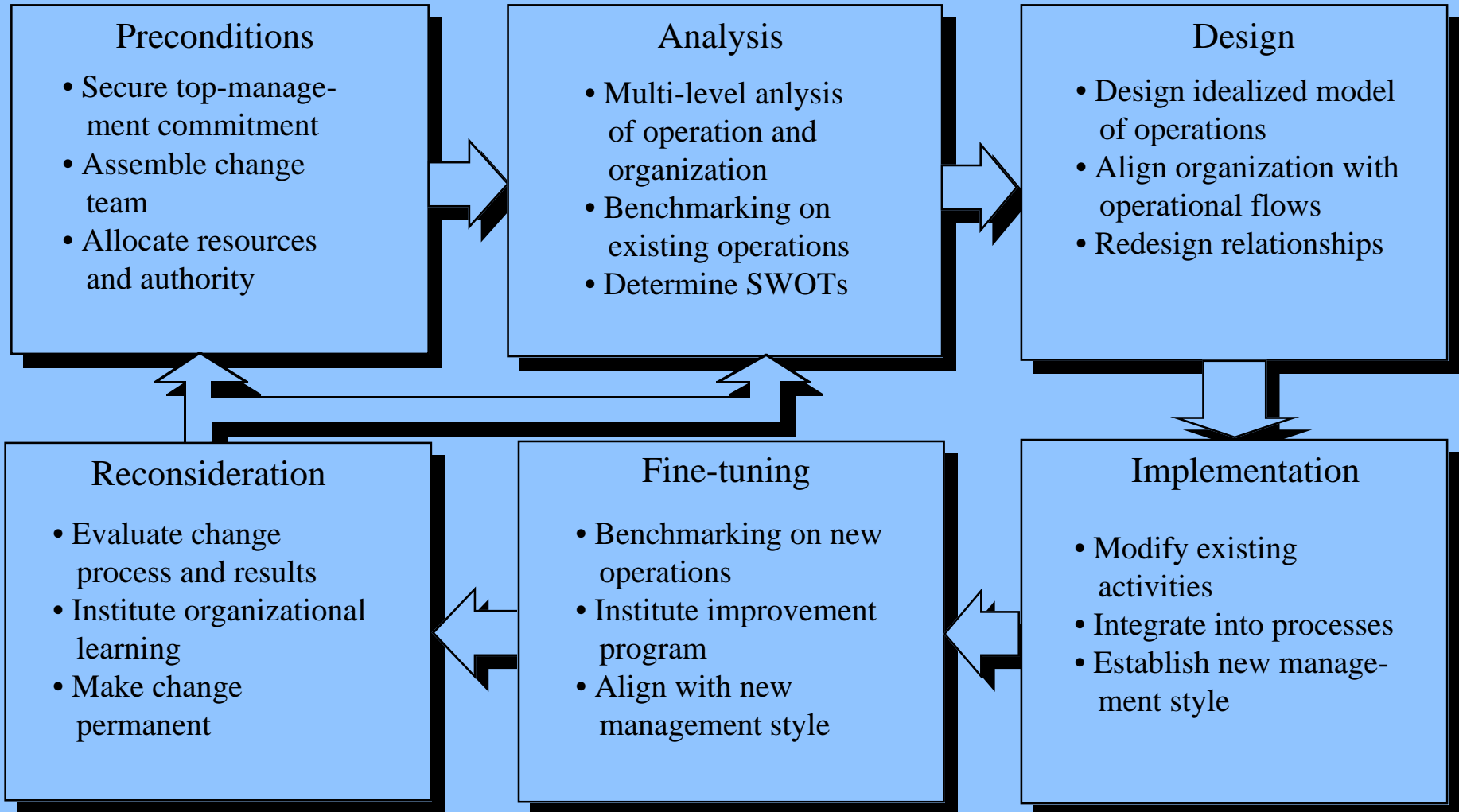


SO, LET'S DO IT



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PRECONDITIONS



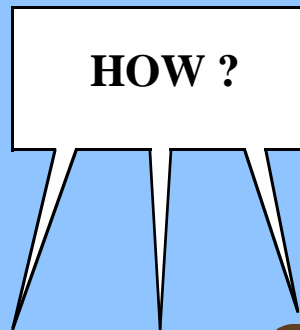
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Commitment



CEO

Change team



Resources

We need:

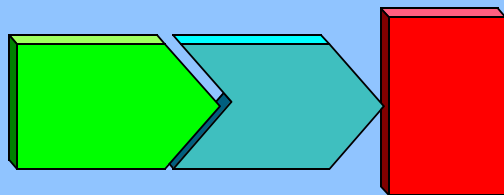
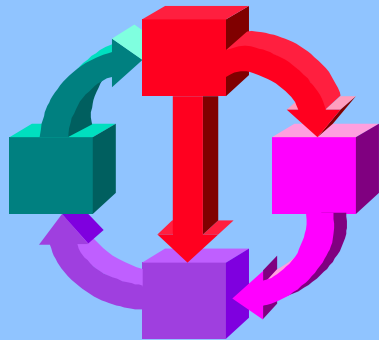


ANALYSIS



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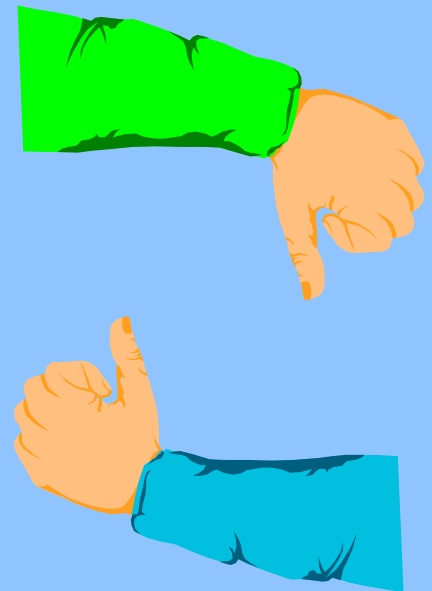
Organization & Operations



Benchmarking



SWOTs

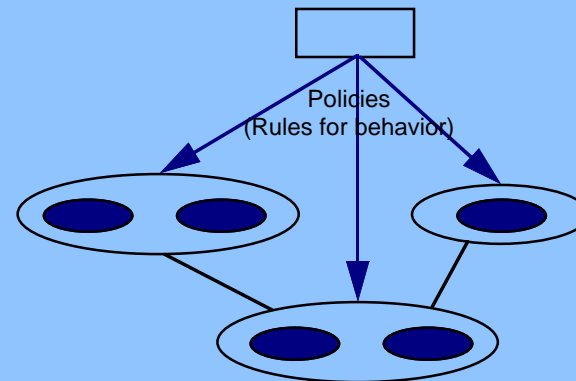
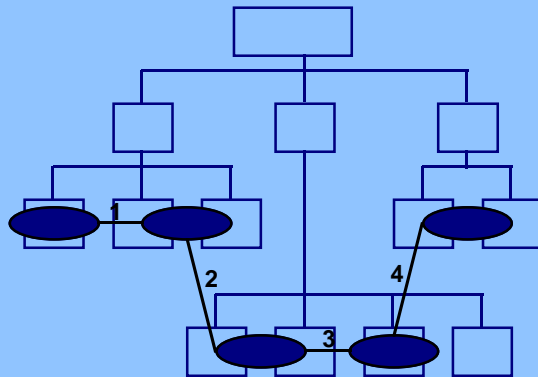




Idealized model

Align organization
with flows

Relations

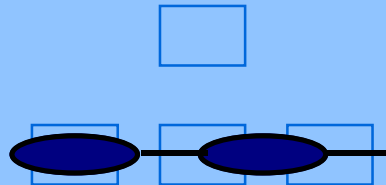
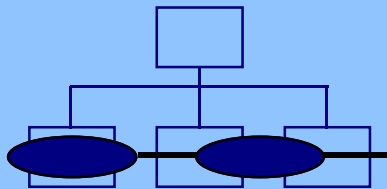
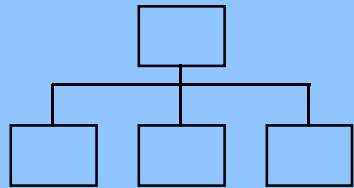


IMPLEMENTATION



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Modify & Integrate



Management style

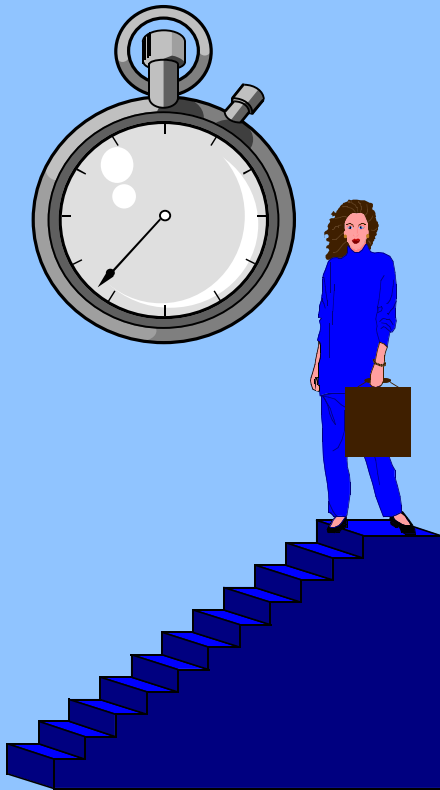


FINE-TUNING

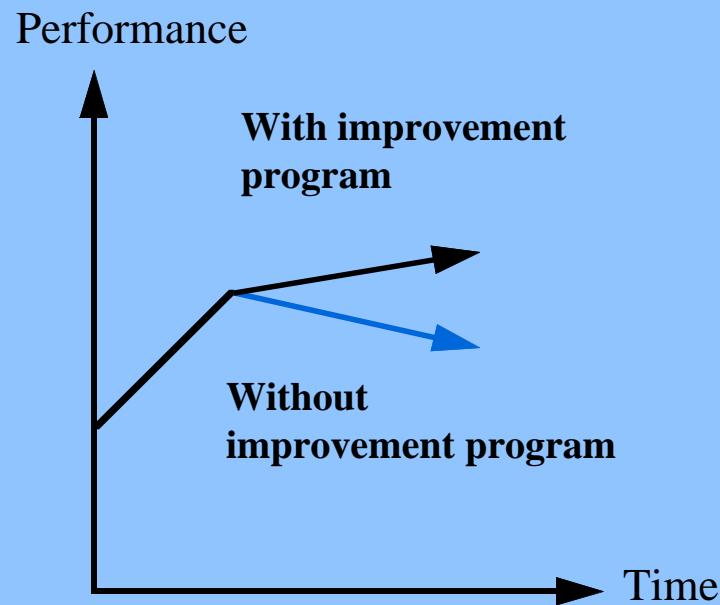


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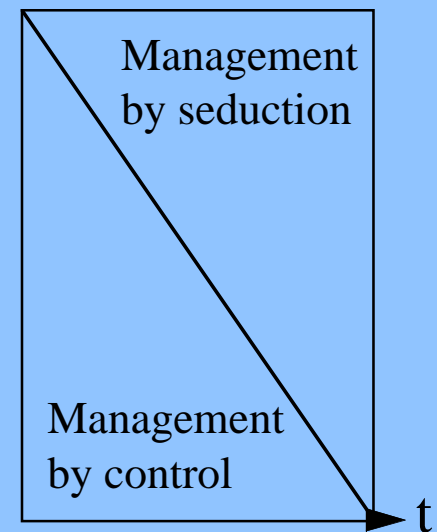
Benchmarking



Improvement program



Mature seductive leadership



RECONSIDERATION

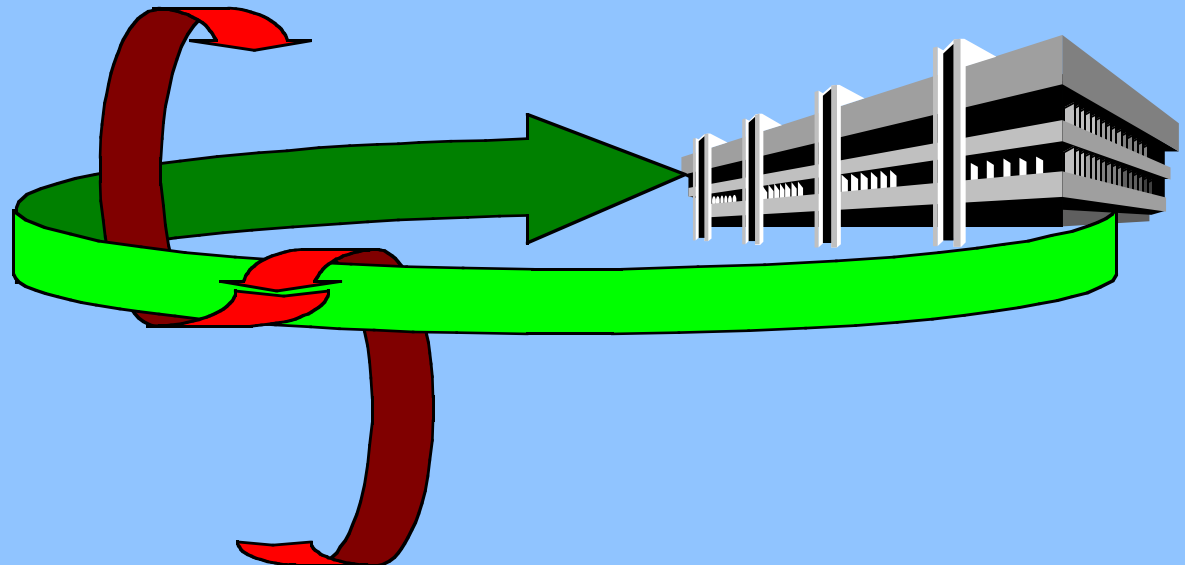
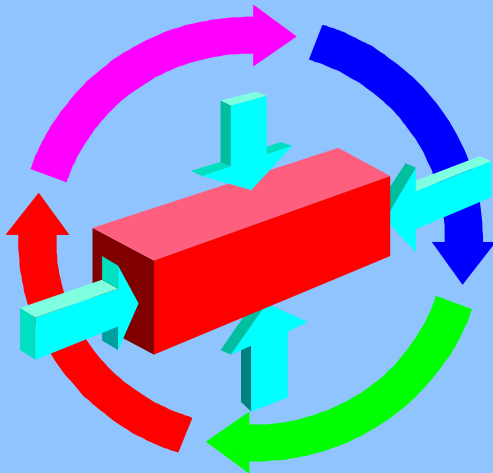


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Evaluate

**Organizational
learning**

**Permanent
change**



WORDS FOR THE DAY



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- ◆ **First redesign, then workflow support:
DON'T AUTOMATE YOUR BUSY MESS.**
- ◆ **You are not fighting a war:
IF YOU ONLY HAVE A HAMMER, THE WHOLE
WORLD LOOKS LIKE A NAIL.**
- ◆ **There are no shortcuts:
NO GAIN WITHOUT PAIN.**

*There is no one best way to organize.
Not all the ways are equally effective.*

Jay Galbraith