

# FACILITATING CHANGE Nicky Carew & John Hackett March 2019



## Stakeholder management can sometimes be "frustrating"...



### THE HOLY GRAIL: Engage EVERYONE in the process of change



#### The Theme of Today

Introducing you to a new way to get the best out of project teams &/or engagement in projects from stakeholders.

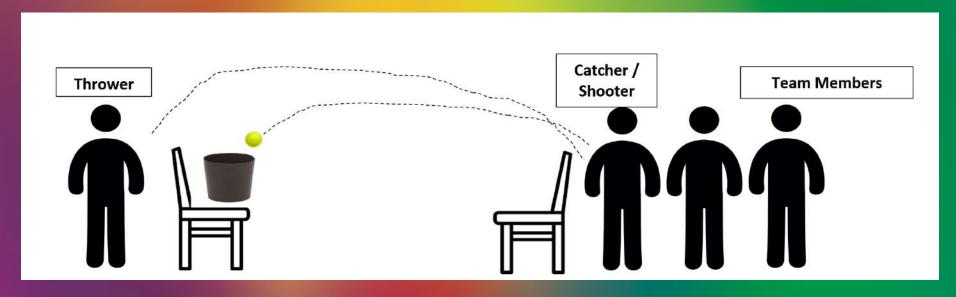


#### **Balls of Change**





#### **How To Play**



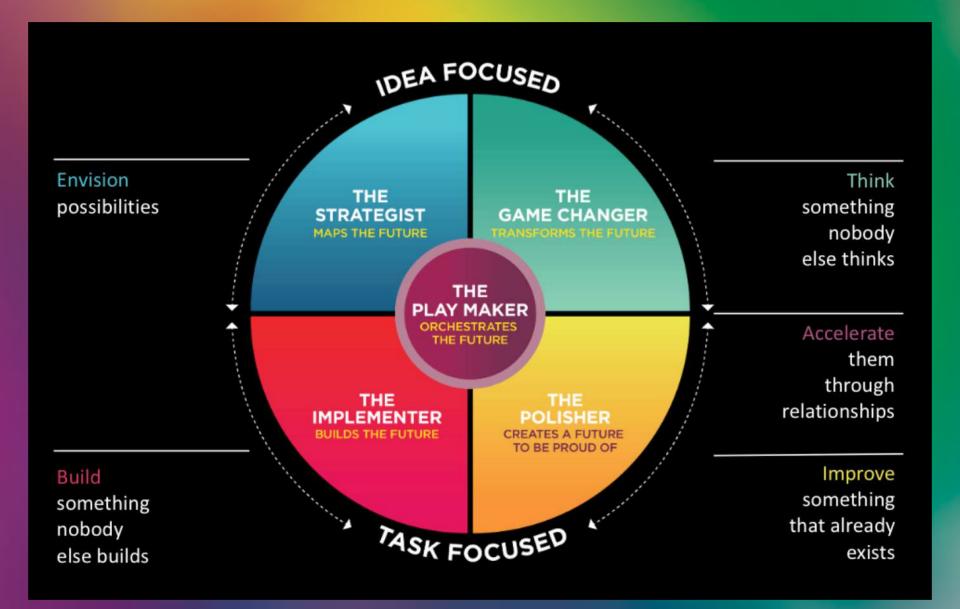


#### Rules

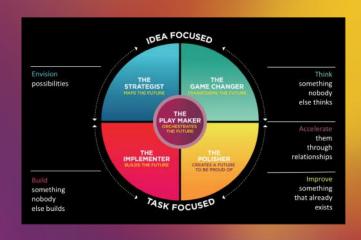
- 1. At no time can anyone encroach into the playing space between two imaginary lines drawn from the front of the chairs (except to retrieve a dropped ball and then only the Thrower can do this);
- 2. All throwing and catching has to be done using one hand only.
- 3. If the ball is dropped then the throw catch sequence with that person has to be repeated until it is done correctly. Once completed then that person can move to the back of the queue.
- 4. The opposition can put off the team playing using verbal abuse but no throwing anything into the playing areas, or encroaching into the playing area of any kind is allowed, they have to keep their backs to the wall.



#### **Change The Process**



#### **Change The Process**

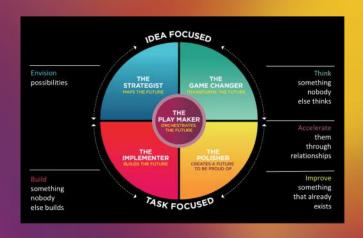


From the perspective of your change impact:

- What are the strengths of this impact in terms of delivering change?
- How might others view this style of impact?



#### **Change The Process**



From the perspective of your change impact:

 List ideas for improving the strategy for throwing and catching in the game.



#### Balls of Change ROUND #2





My Style (Personality)

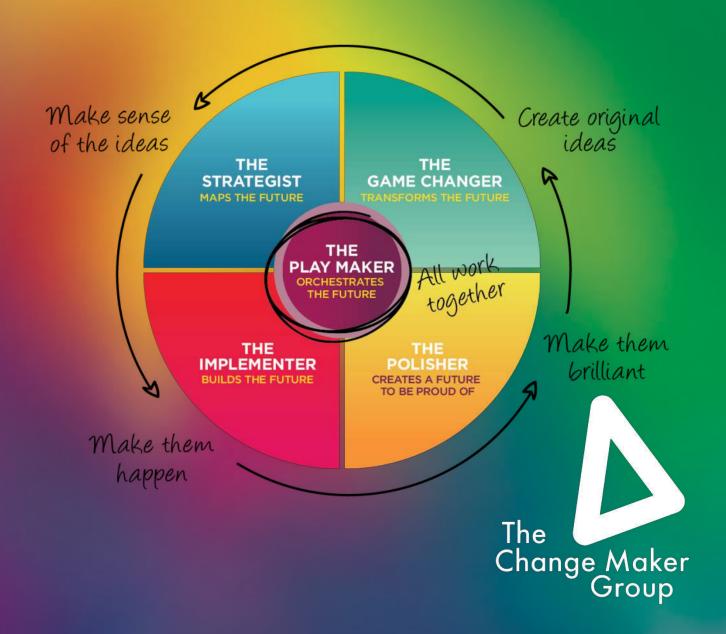
My Impact (Contribution)

The Change Maker Group

#### The Change Maker Profile



#### **How Does It Work?**



#### **Communication Styles**

"WHY ARE
WE DOING THIS?
WHAT'S THE
PURPOSE ?"

"HOW DOES THIS FIT WITH OUR STRATEGY?" THE STRATEGIST MAPS THE FUTURE

THE
PLAY MAKER
ORCHESTRATES
THE FUTURE

THE
IMPLEMENTER
BUILDS THE FUTURE

"IS EVERYONE CLEAR ABOUT THEIR ROLE?"

"WHO'S

**DOING** 

WHAT?"

THE
GAME CHANGER
TRANSFORMS
THE FUTURE

"I CAN SEE A DIFFERENT WAY OF DOING THIS?"

"LET'S JUST DO IT A NEW WAY"

"WHAT'S THE OUTCOME?"

"WHAT DO WE NEED TO ACHIEVE AND BY WHEN?" THE POLISHER CREATES A FUTURE

TO BE PROUD OF

"I THINK THAT WE CAN IMPROVE ON THIS"

"WE'RE LETTING OURSELVES DOWN"

The Change Maker Group

#### **Leadership Styles**

Change Maker Group

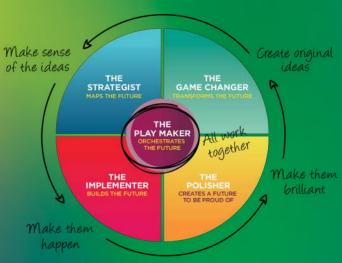
THE THE = CONTEMPORARY LEADER = CREATIVE PROBLEM SOLVER PLAY MAKER **IMPLEMENTER ORCHESTRATES** THE FUTURE THE THE = VISIONARY LEADER = LEADER AS COACH **PLAY MAKER IMPLEMENTER STRATEGIST** ORCHESTRATES THE THE **IMPLEMENTER** = PRAGMATIC LEADER PLAY MAKER = INSPIRATIONAL LEADER **STRATEGIST CREATES A FUTURE** TO BE PROUD THE THE = CHARISMATIC LEADER **IMPLEMENTER** = LEADER BY EXAMPLE **PLAY MAKER** CREATES A FUTURE TO BE PROUD = INVENTOR CREATES A FUTURE TO BE PROUD The

THE STRATEGIST MAPS THE FUTURE THE
POLISHER
CREATES A FUTURE
TO BE PROUD
OF

= ASPIRATIONAL LEADER

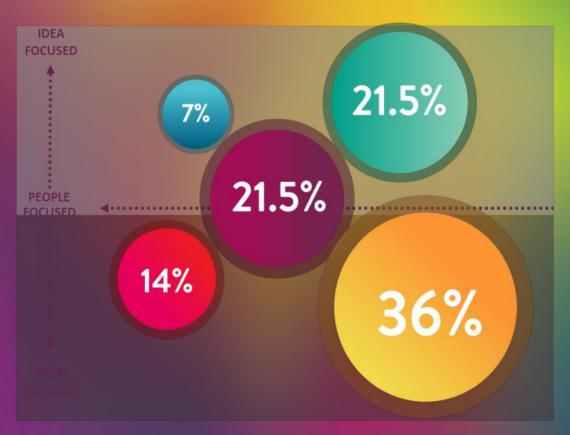
#### Describe This Individual







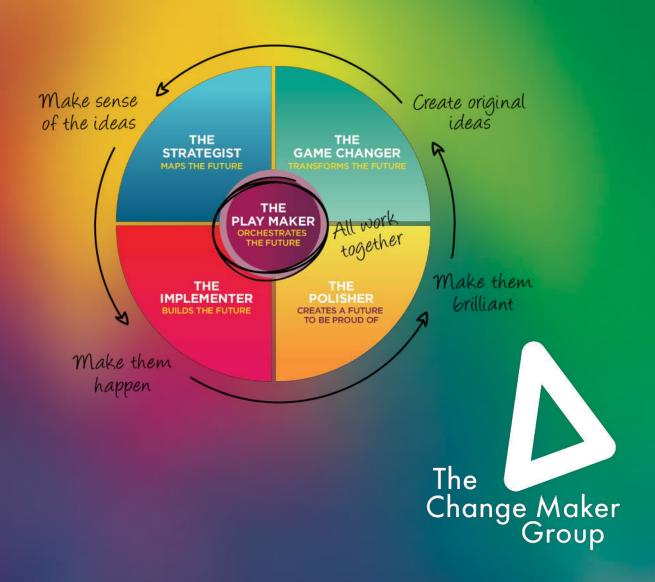
#### **Describe This Team**







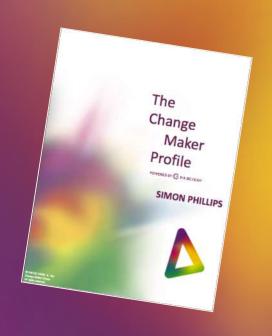
# How might you use this in your practice as a BA?



## Q&A



#### Further Support and Free Stuff



- FREE Chapter from our book "Change Wisdom"
- Your Change Maker Profile, 45 mins Feedback Session, Microlearning: £300 + VAT
- For using The Change Maker Profile with teams or stakeholders, contact us: nicky@thechangemakergroup.com / john@thechangemakergroup.com

For all this: www.thechangemakergroup.com/iibamembers

For extra materials: www.thechangemakergroup.com/eventmaterials

For more support, join our LinkedIn Group: www.linkedin.com/groups/8333395

