

No.1 Increase Agility



Want change to happen faster? Think Strategic Networks

In today's world, businesses need to respond faster and also with more innovation than ever before.

We often hear our clients say that they find it hard to keep up with the pace of change in today's fast moving and globally competitive world. They tell us that everyday business processes slow down the pace of change and that they struggle to get individuals to adopt change as quickly as they need them too.

Change is critical and yet it is often unproductive.

At 10k consulting, we believe that change leadership is best done one-to-one, and where possible, face-to-face.

Over 98% of employees believe leaders are more effective when they talk to team members

10kConsulting research - 2015



don't seem to be acting on this.

Survey respondents also reported that they spend 67% of their workday on email and in meetings.

If change leadership is best done one-to-one and face-to-face and we are spending nearly 3 hours a

day reading and writing emails and nearly 3 hours a day in meetings – it's no wonder our approach to change is often unproductive.

Interestingly, our research also found that 70% of respondents choose to make 'gut feel' decisions and resist change rather than follow rational information that they believe to be correct. Why does 'gut feel' or intuition dominate our decisions about change? When we feel uncertain about the future, we tend to dig our heels in and resist change.

As noted earlier, our direct manager influences us. We also found in our survey that we are often influenced by trusted work mates (72% of respondents reported that they change their point of view when talking to a trusted work mate). Change happens in all directions – across and throughout the organisation – as well as up and down the hierarchy.

So, how can we make change more productive, how can we innovate faster?

1. Stop ineffective emailing and unproductive meetings – emails and meetings are important however many are unproductive and can be stopped.
2. Reduce fear of uncertainty – provide clear and timely information about outcomes as early as possible; connect with individuals personally – Face to face communication is critical
3. Build trust by including people in the process – use influencers to share the story - shift resistance by finding common ground and explaining the purpose for the change;
4. **AND IMPLEMENT STRATEGIC NETWORKS** to support collaboration, increase speed and agility