

5 steps to sustainable enterprise or personal change

Any change in our life is hard although we know how to change. We know the technique, method or exact steps. So, why it is so hard to endure? Because it requires stepping out of our comfort zone and changing our habits. It requires **mindset change** as well as supportive **environment**. And it is even harder in enterprises. Following 5 steps can help you to sustain the change.

mindset

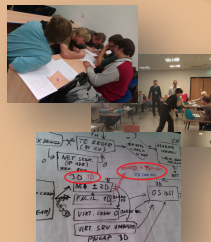
environment



5 steps to sustain a business change

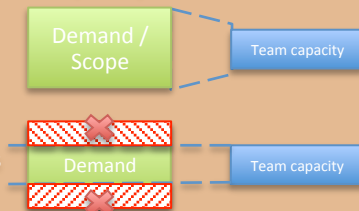
1 Find the owner and tease

- Person willing to change, having the authority
- Speak his language, connect change to his agenda
- Sell the change
 - show possible small steps (sure, they are unique)
 - show possible benefits (there is a fish in the lake)
 - use games, success stories, case studies, communities



2 Slow down to speed up!

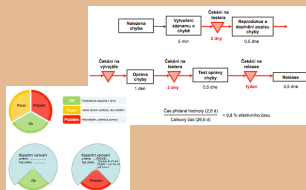
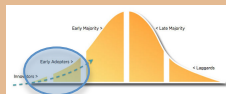
- Grant the time for improvements (e.g. 4hours/week)
- Strategies:
 - postpone some projects,
 - reduce the scope of current ones,
 - simplify the product (less is more),
 - abandon not used services,
 - reduce number of supported versions



- Find common goal for the whole team
- Run **Kaizen workshop** to synchronize views, visualize the problems & root causes and find the steps to solve it just in **2 days**

Gather the critical mass

- Find internal “change agents” (early adopters)
- Connect them to create the momentum
- Grant them time to support others
- Provide them tools
- Provide them save environment to learn
- Reward them (high performers)



Hands on work

- Make your hands dirty to demonstrate positive effect of continuous improvement
- Support internal coaches growth
- Work in pair with internal coach on actions from Kaizen workshop

[illegible]

Continually improve

