

Povedzte mi, ako sa pozeráte na zmenu, a ja vám poviem, ako dopadne vaša transformácia

binAgile

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**Čo je vaša prvá asociácia, keď sa
povie organizačná zmena?**

slido




TEMNÁ STRÁNKA V NÁS

Čo je a ako ju skrotiť predtým, než vykolajíme

Pomáha zmena jednotlivca meniť organizácie?



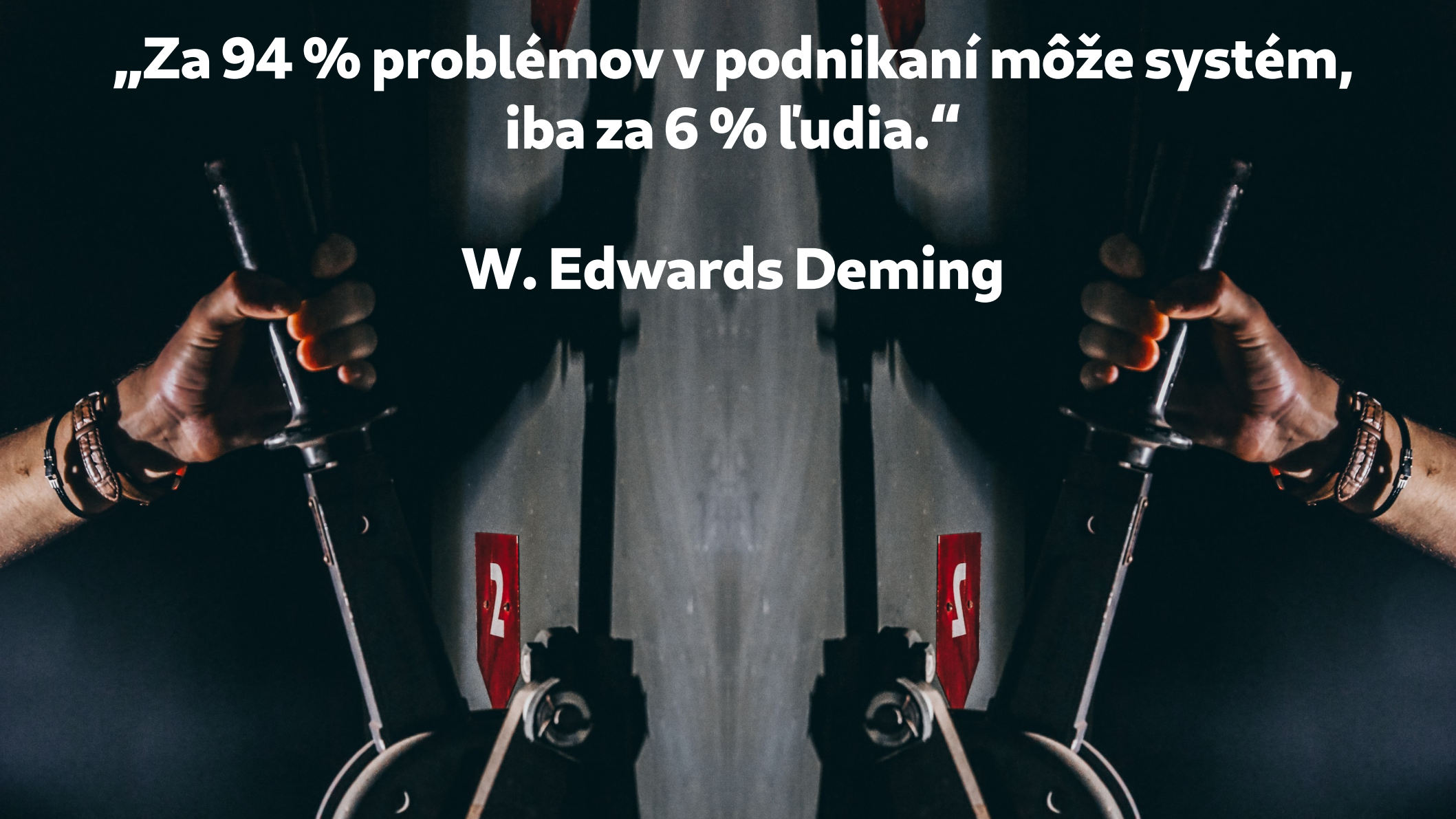
A close-up photograph of a hand with teal-colored nail polish, pointing the index finger towards the right. The hand is positioned on the left side of the frame, with the background being a blurred green landscape. The text is overlaid on the right side of the image.

„Veľmi ma mrzí, že vám prinášam zlé správy: „Oni“ neexistujú. Ako napríklad „Nebude sa im to páčiť.“ alebo „Nepočúvajú.“ alebo „Oni sú problém.“ Pojem „Oni“ je organizačná bohyňa, ktorá má zdanlivo ohromnú moc. Ale po rokoch hľadania tejto bohyne som dospel k tomu, že neexistuje. „Oni“ neexistujú. Ak si to pripustíte, je to rovnako stresujúce ako oslobodzujúce.“

Leandro Herrero

**„Za 94 % problémov v podnikaní môže systém,
iba za 6 % ľudia.“**

W. Edwards Deming



Čo si predstavujete pod systémom?

slido



Komunikácia a vzťahy

Organizačná politika

Problém je, že sa tým v organizačnom rozvoji neriadime.



A riadime sa zastaralými predstavami o zmenách.



**Organizácie nie sú statické a nečakajú na
zmenu.**



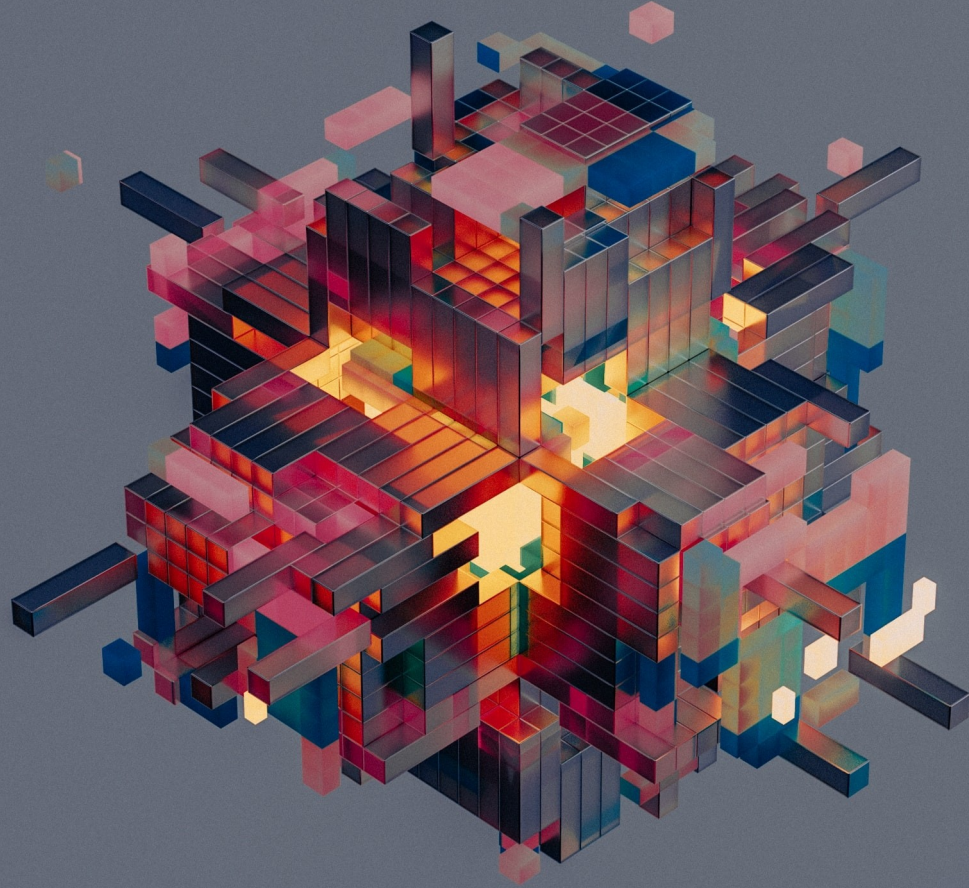
Zmena nie je cesta.



Neexistuje odpor k zmene.



Neexistuje transformácia.



Metóda nie je podstatná.





Dva príklady z praxe

Výroba: Rozvoj leadershipu a tímové práce

Change Management Game

Lean Change Canvas

Komunity praxe

Rozvoj týmů

Pozvanie



HOW DO YOU ACCELERATE RESULTS?

SYSTEM: ACT

Short feedback cycles are better than long ones. How will you make sure that there are useful short-term results? How will you generate quick wins that help you fine-tune your goals and consolidate gains to produce even more change?

WHO CAN MAKE THE RULES?

ENVIRONMENT: INSTITUTES

Self-organizing people and teams have a tendency to optimize for themselves. But it is important that people also keep an eye on the organization (or society) as a whole. Can you introduce some rules without a stifling government? Can you urge people to come up with some form of governance by themselves?

HOW WILL YOU PREVENT A RELAPSE?

NETWORK: LAGGARDS

Sometimes change initiatives are called "successful" too early, and then the system slowly slides back into its old behavior. Can you prevent this from happening?

WHAT MAKES IT SUSTAINABLE?

PEOPLE: REINFORCEMENT*

The sustainability of new behavior is best achieved when you can turn the boring parts of it into something that is fun. Can you anchor your new approach in people's minds by adding social, competitive, or other addictive dimensions, so that people want to keep on doing it?

CHANGE MANAGEMENT GAME



MANAGEMENT 3.0

34 powerful questions

4 aspects of change management

SYSTEM

PEOPLE















NETWORK

ENVIRONMENT

Experiment Tracker

Quick Wins
 Disruptors
 Bridges
 Momentum Builders
 Necessary Evils



THEME	PREPARE	INTRODUCE	REVIEW	INSIGHTS
 TRAINING				
 COMMUNICATION		 	 	
 ADMINISTRATIVE	 			

Médiá: „Teambuilding“

Facilitácia

Analógová sociálna sieť

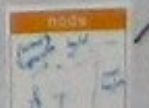
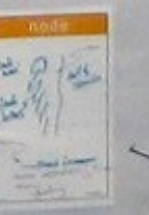
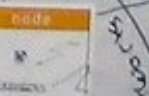
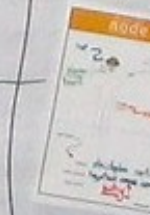
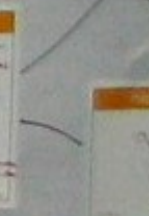
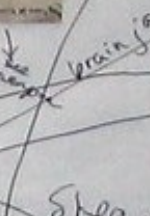
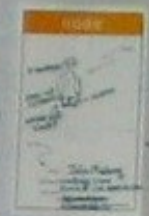
Vitaj v mojom svete

Mapa histórie

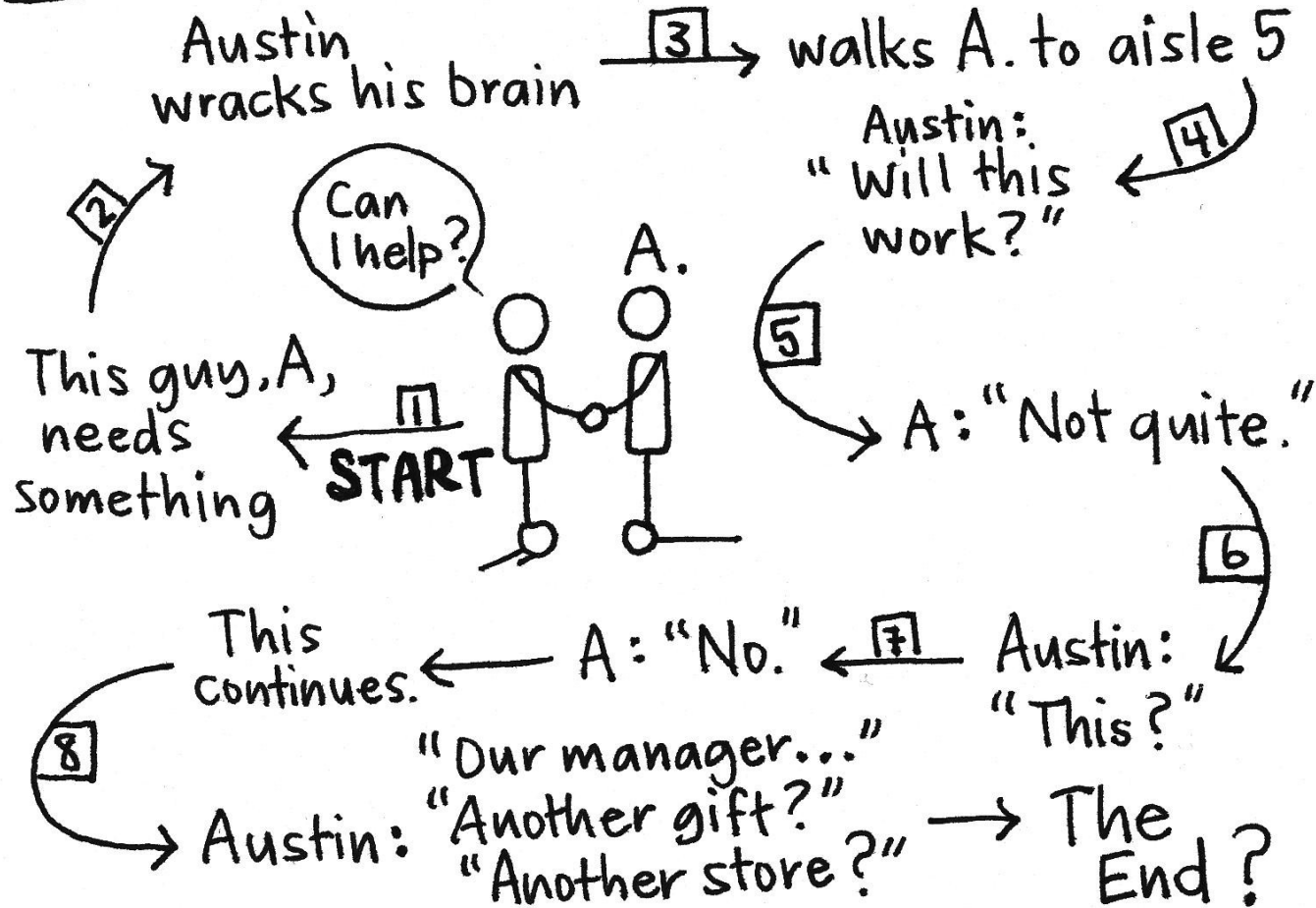
Interview s celebritou



AW
NA



How Austin handles customer service:





A nezabudnime na dnešné špeciality...

World Café

Lean Coffee

UnFIX

+ Open Space

Inšpirované najmä:



the
betacodex
network

since 2008



MANAGEMENT 3.0



**Game
storming**



**Liberating
Structures**

