

Business Matters

Delivering progress in a rapidly changing world



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Are you ready to perspire?

Thomas Edison shrewdly observed that “genius is 1% inspiration and 99% perspiration”. So as we emerge from the dark of the recession, take a moment to reflect on whether your organisation is in good shape ‘to perspire’.

Talking to our clients about their plans for the future, most are looking forward to what they need to do to remain competitive in a new world of harsher economic realities. Many have ‘unfinished business’ – completing initiatives started some time ago. Others are now launching new initiatives as a greater understanding emerges of what the future is likely to hold for their business.

But what they all want is certainty that these changes will deliver the outcomes their business needs – they need confidence that they can execute – and execute well. And great execution is all about ‘how’ we organise ourselves to drive delivery.

For example, it was great to be invited back to do some more work for a client we first worked with about 2 years ago. At that time, they needed to make sure that the framework they were using to deliver their portfolio of business change projects across a global organisation really was working as well as it should. It was about fixing the ‘how’. Two years on and a recent independent benchmarking review showed that they are in the sweet spot.

As they emerge from the downturn they have of course re-evaluated ‘what’ they need to accomplish in the next 1-2 years. But now – with 2 years experience of solidly delivering on their promises, there is absolute confidence across their business that they are able to execute change and execute it well.

Their organisation knows ‘how’ it has to work collaboratively to achieve the outcomes it needs. So the question is – is your organisation in the same great shape? Are you ready to perspire?

If you want some ideas of areas worth thinking about or reflecting on, then the following should give you some food for thought.

Kotter is king in our book when thinking about delivering real change – hearts, minds and behaviours. If you want to know more about his 8 step framework, [click here](#)

If you are looking to ‘raise the bar’ on how well you execute, then [click here](#) to read about why project frameworks like Prince2 are necessary but not sufficient in delivering business change, and how they can be augmented with wider change concepts to really get your organisation working better together.

We look forward to seeing you soon!

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