

Enhancing Connection, COMMUNICATION and Collaboration in a Time of Constrain: Steps toward Collective EQ!

The 8 Point Helm Strategy Model for Setting a New Course: The Balance of Creativity with Compliance



Adapted from McKinsey, Bridges, and integrated by Michele Jackman , *Change Management consultant.*

As we move forward...

8 S= Structure, Systems of Communication (includes IT support), Strategy, Staffing Levels, Style of Leadership, Styles of Working Together (Collaborative Teams), Shared Values, and *profound simplification* (to save time, energy, limited resources)

8 “S” STRATEGY:

S1. Structure of change: Structuring the flow of work, interactions, and network of activity: What is the *best structure* of relationships to follow in the future? What are the options to leverage real strength and commitment? What could/should we change to remain responsive and efficient?

What is going well with our structure, what will make it better?

S2. Systems of communications (tools/ methods) and decisions—how they are made? How they flow across channels? How does informing, consulting, approving things happen? Better ways?

- **Technology tools used**- new ones? New rules of the road needed for excellent communication
- **Meetings**: how often, what is communicated routinely? Integration of committee or task force input and changes.
- **One to one transfers of information** : symbolic communication, and jargon used are examples as well. What are our common references (terms used) , and are they clear to everyone? How do we keep everyone informed of what is “going on” ?

What are the communication rules important to “ Mutual Trust and Outward Respect “?

S3. Strategy to follow –what should our “teaming up” strategy be to achieve our individual goals and accomplish desired results? How can we prevent/ overcome any anticipated or unexpected obstacles?

S4. Staffing levels/ Strengths and Capability (stuff) to achieve the future vision and meet the mission? How can we leverage, or create new uses for our strengths in the existing silo structure, with our Customers or for other projects, and career development tasks?

What staffing/strengths are we lacking, and what are the ongoing consequences of this? Example: *Lacking in expert area with no ability to contract out*

S5. Style of Leadership/Other Skill sets we will need/ like to have in the future: Looking UP! Down, and Across

Our team focus: Doing our Mission less waste of time, energy, resources with the most appropriate leadership activities at all levels of *potential* leadership.

Who could be “leading the way”?(using “team strengths” rather than habit)

S6. Styles of Working together— USING The High Five!™

Adapting to diverse points of view, differences in style, and collaborating with intention:

FROM _____ **To:**

Things or behaviors to avoid in the future?

S7. Shared Values—The Value of Unity and how to keep people from feeling excluded or abandoned? One unified approach while sailing into the future.

This is called the “e pluribus unum” factor—one from many— reflects the need for specific focused behaviors reflecting core values. These values may be “project specific “ as well. Are there any “values” holding us back due to uncertainty as to what our strategy means?

S8. Simplification projects—What do we need to improve to make it less complicated and “profoundly simpler”, more cost effective, faster, etc.?

Sense of Proportion: Cheering on strategies... keep storms out of the boat! Using the winds of change and challenges to guide you in a time of high fear and constraint? Stay Resilient to reduce stress.



WHOOPEE OVER WOE!

THE HIGH FIVE SYSTEM W.O.W.5



Going into the Future

*If we can be courageous one more time than we are fearful,
Trusting, one more time than we are anxious,
Cooperative, one more time than we are competitive,
Forgiving, one more time than we are hateful,
We will have moved closer to the next breakthrough in our evolution.*

-Jonas Salk

Targets for 2011 to assist you with set Goals/Strategies

- **Get it Done!** (Value= Sense of urgency- Finish things!) Reprioritize to revitalize. Do less with more effectiveness.
- **Get it Right!** (Value= Compliance--work on quality reduce errors or meet standards) Include greater political savvy as well.
- **Get Along!** (Value= Collaboration and Teaming up despite differences, or *conflict in viewpoints—focus and remove*)
- **Get Acknowledged!** (Value= At all levels and in all roles, being valued , respected and trusted). Wants respect for accomplishments and experience--wants to be able to trust, be heard)
- **Make it look and be Fun!** (V= Positive energy, openness and focus) Everyone likes to be able to perform well. In volunteer organizations. Lighten up! It is healthier too!