

# Organizing People-Driven Change



The fundamental purpose of *people* in an organization is to **connect things knowingly and effectively** that are not already connected structurally or programmatically. That is their essential **operation**.

That is why **intelligence** and **skill** are the two prerequisite benchmarks of bringing a person into an organization that plans to be, or to remain, cohesive.

Experience is the key source of both intelligence and skill.

**Relevance** and **compatibility** are the prerequisite benchmarks of experience.

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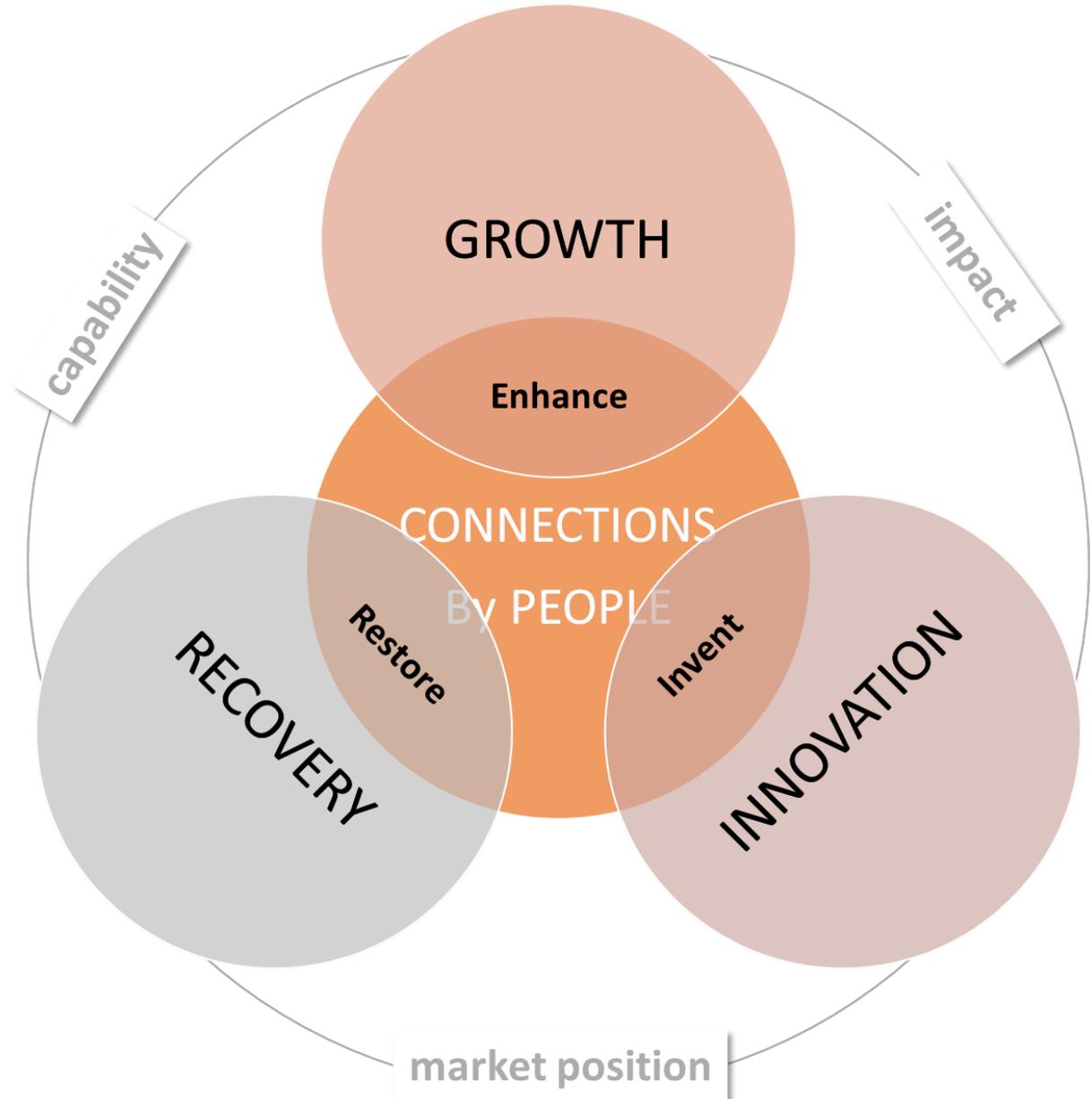
## What Are People For?



# What do the people-driven connections accomplish?

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- RECOVERIES
- GROWTH
- INNOVATION



# What Are “People Resources”?

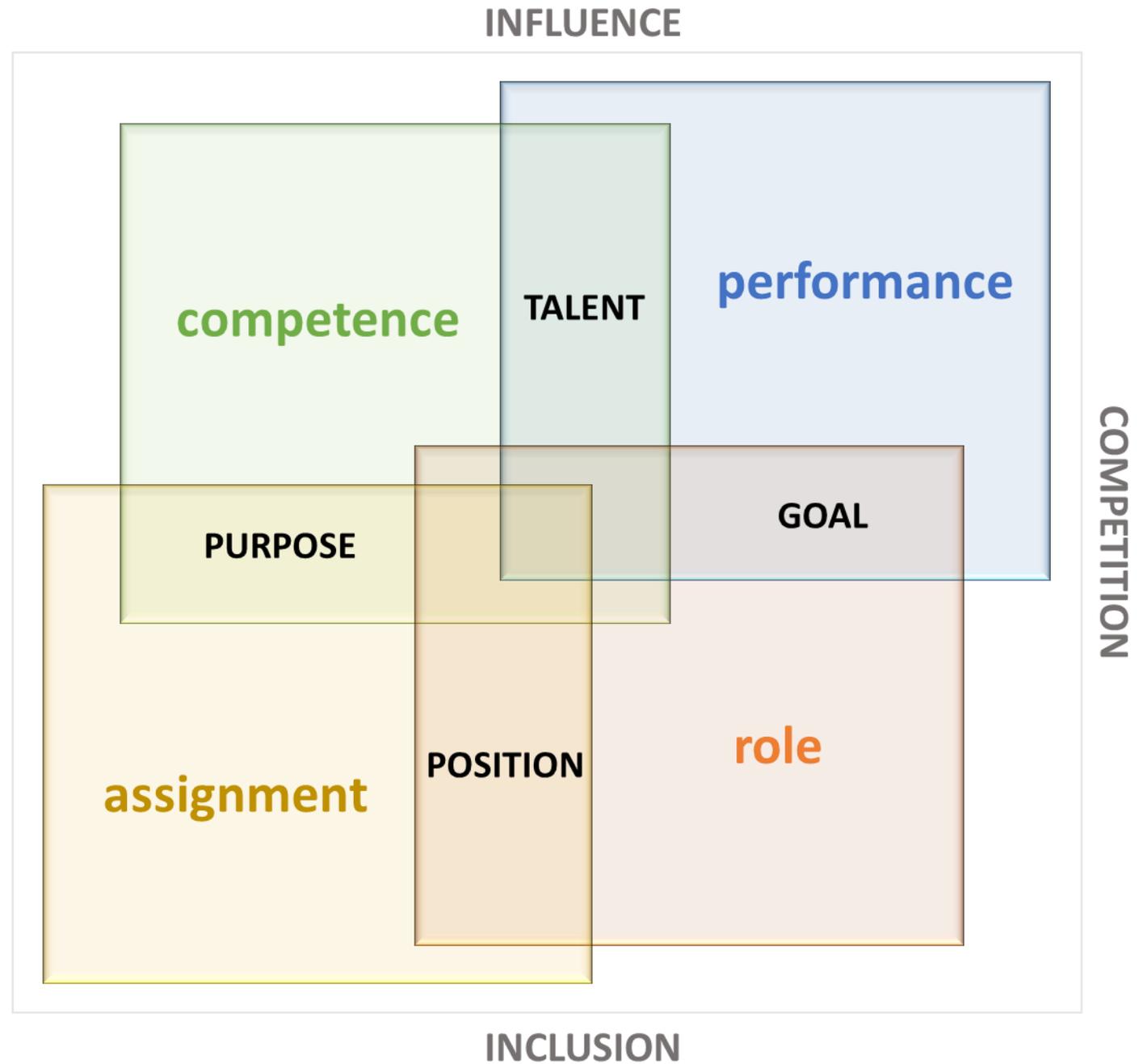
Despite the known importance of those four things – intelligence, skill, relevance and compatibility – **organizers of people** all too often fail to recognize **leaders, agents, investors, and managers** where they already *organically* appear and act – either by predisposition or by outcome.

Consequently, many decisions about organizing people start with artificially arranging people in ways not aligned with the actual current “resourcefulness” – creating a high risk of real-world gaps between **potential, opportunity, and intentions.**

# The “Organized” Person

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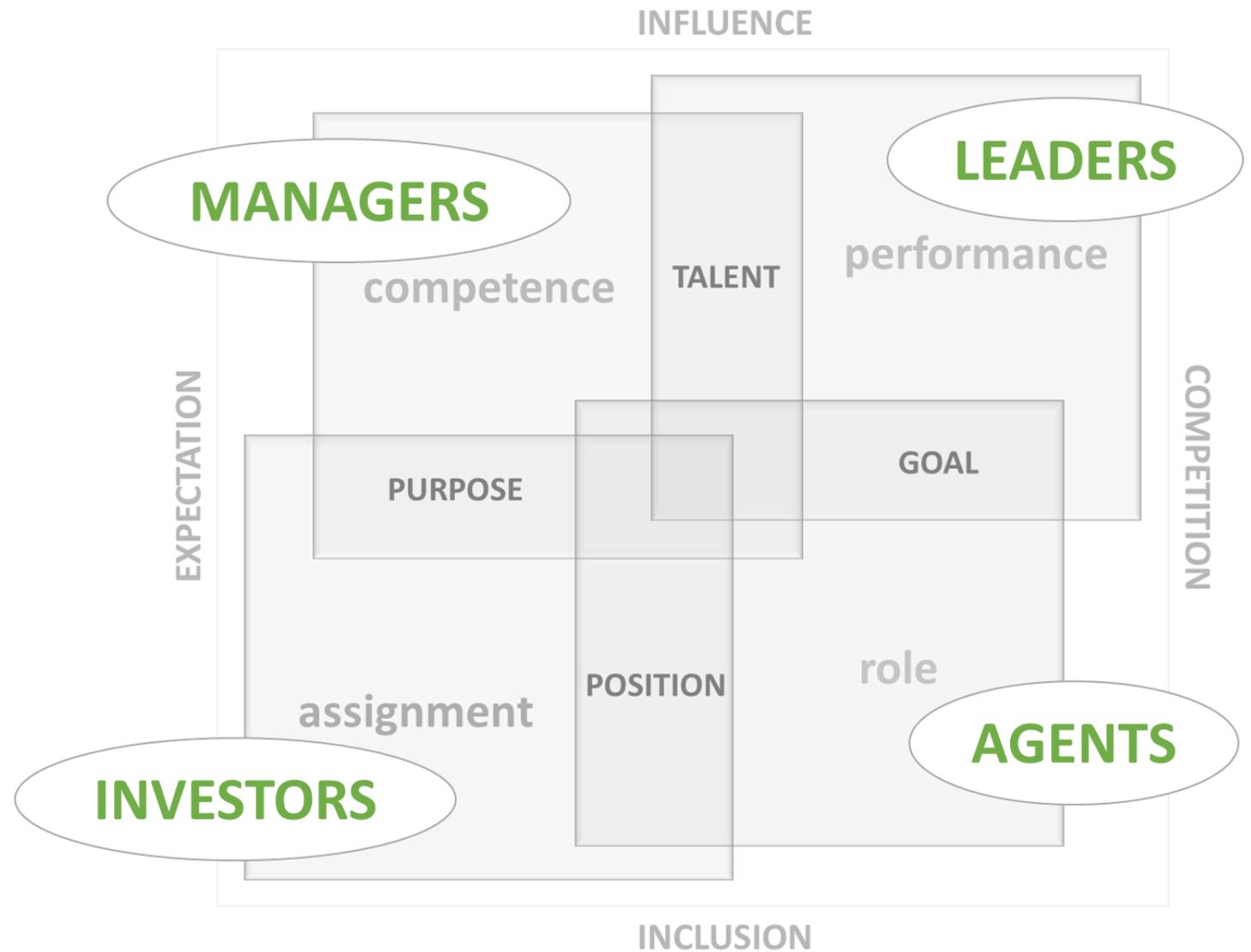
- Exists as a blended presence
- Talent, goal, position and purpose
- Directly affected by management intentions
- Influence constrained by Inclusion
- Expectation constrained by Competition



# “Resourceful” Organizing

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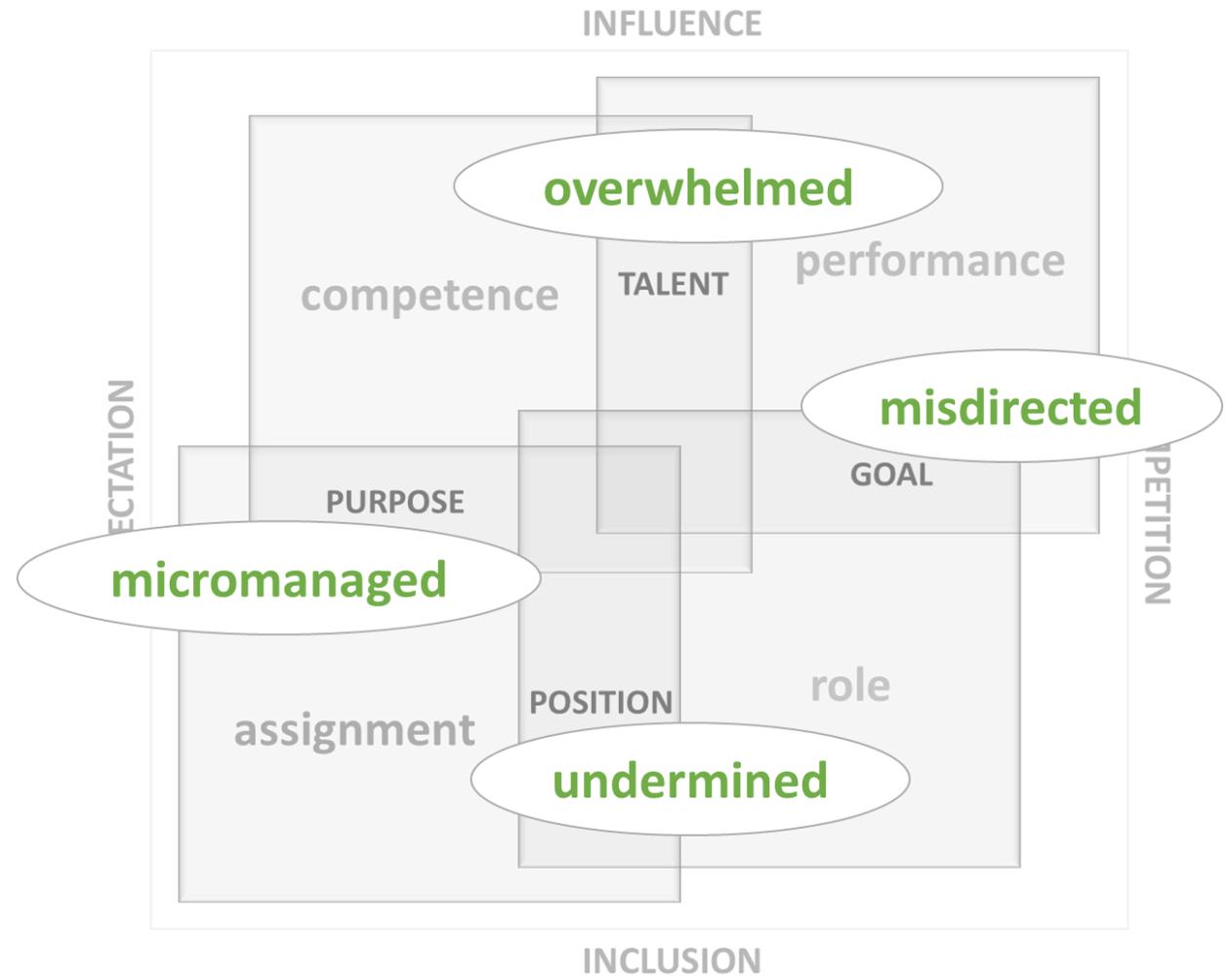
- In behavior, People align differing concerns
- Concerns overlap each other
- Example: an “assignment” links a person’s position and purpose
- Example: an Investor uses assignment to relate inclusion to expectation



# Personal Worsts

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- In experience, individuals are vulnerable to both intentional and unintentional change
- Conditions can disconnect persons from acceptable opportunity, in one or more ways
- The result is both **disengagement** and **disorganization**



# Recognize Disorganization

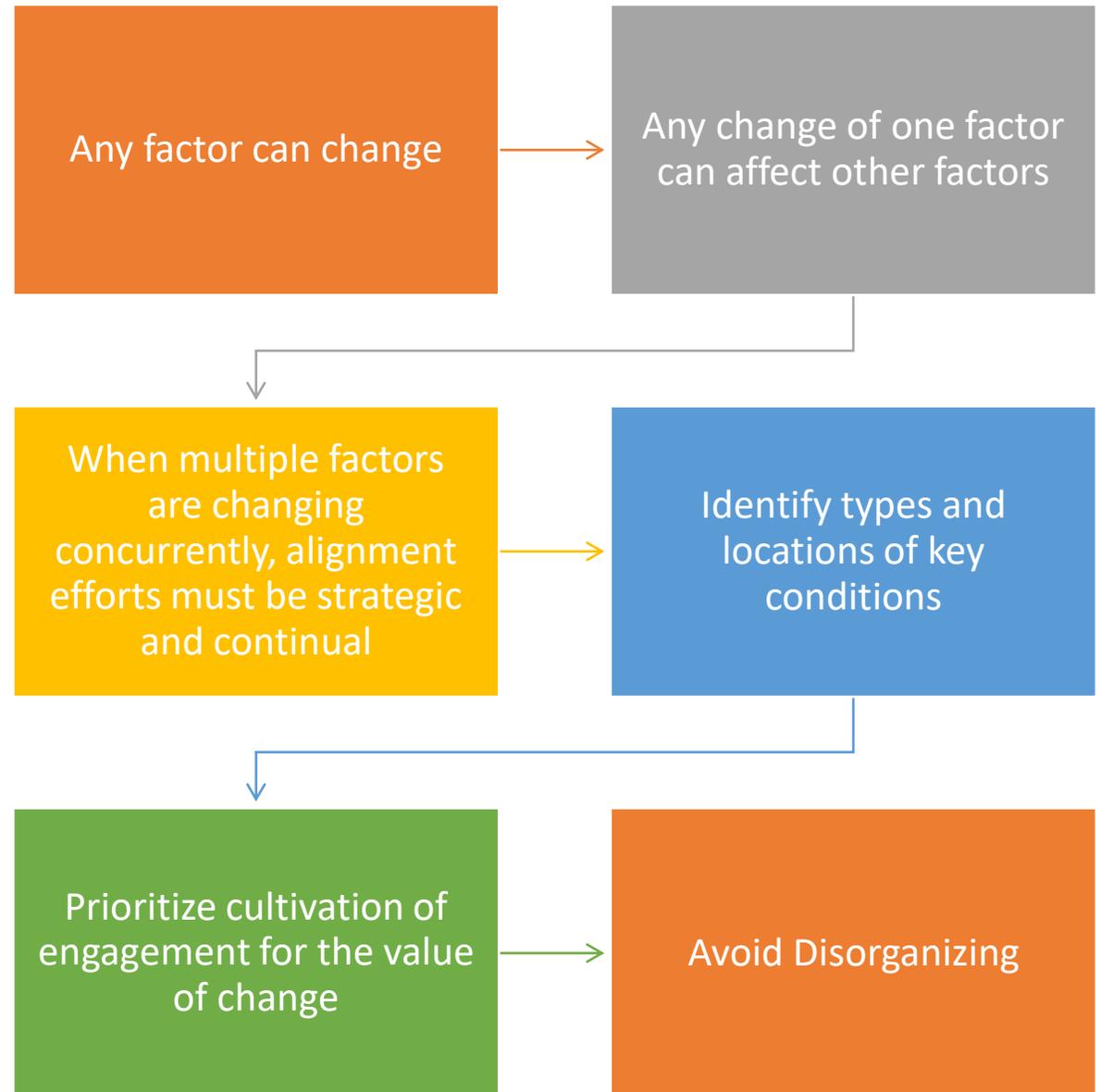
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- The origins of disorganization may be intentional OR unintentional
- Low levels of visibility bring additional difficulty to preventing and mitigating it
- Some disorganization “breeds” more disorganization.

## Key Examples

	<b>INTERNAL</b>	<b>EXTERNAL</b>
COMPETITION	Rivals	Disruptors
INCLUSION	Personal policies	Discrimination
EXPECTATION	Arbitrary performance metrics	Operational rigidity
INFLUENCE	Lack of transparency	Poor analytics

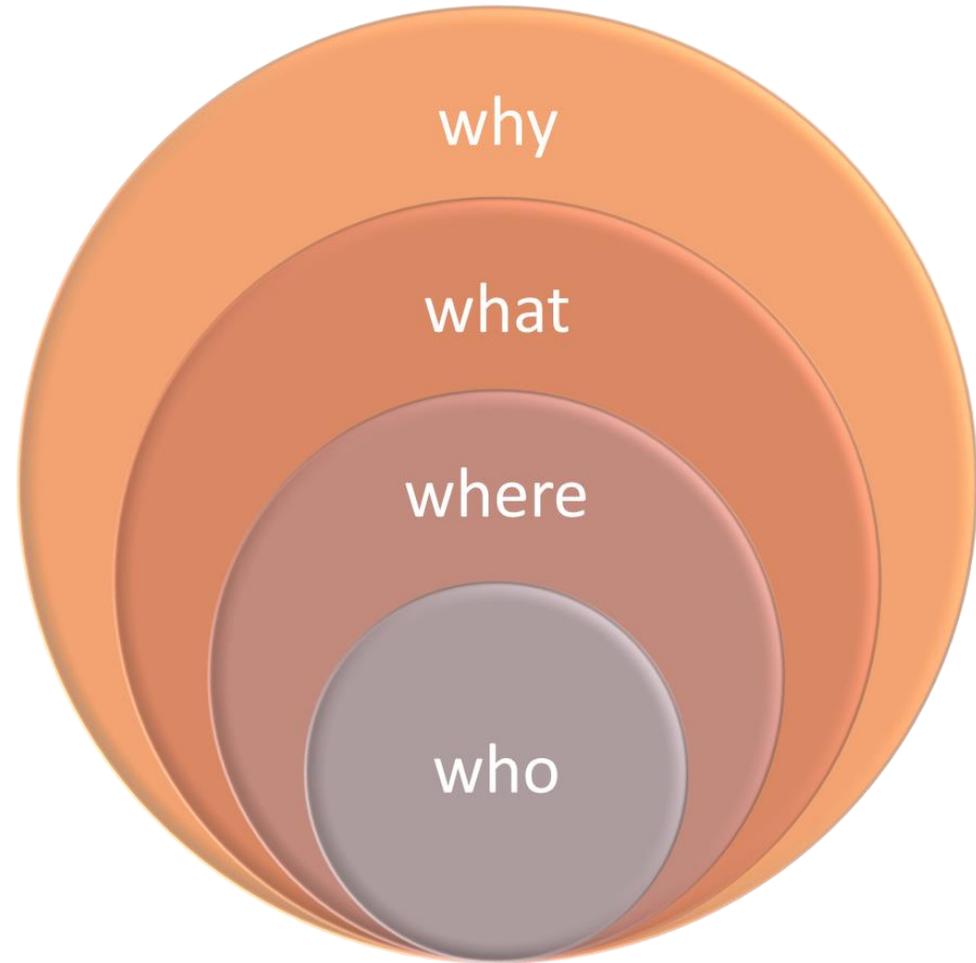
# Organizing Change



Transforming to a new Organization, from:

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- Current **recognition** of “resourceful” behavior
- Current **use** of “resourceful” behavior
- Current **support** of “resourceful” behavior
- Current **governance** of “resourceful” behavior



**A Personalized Understanding for Change**

# Change How You Change

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The Human Resources function has the best **opportunity** to strategically design the organization.

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The design is needed for making future successful change a mature and sustainable capability of the company.

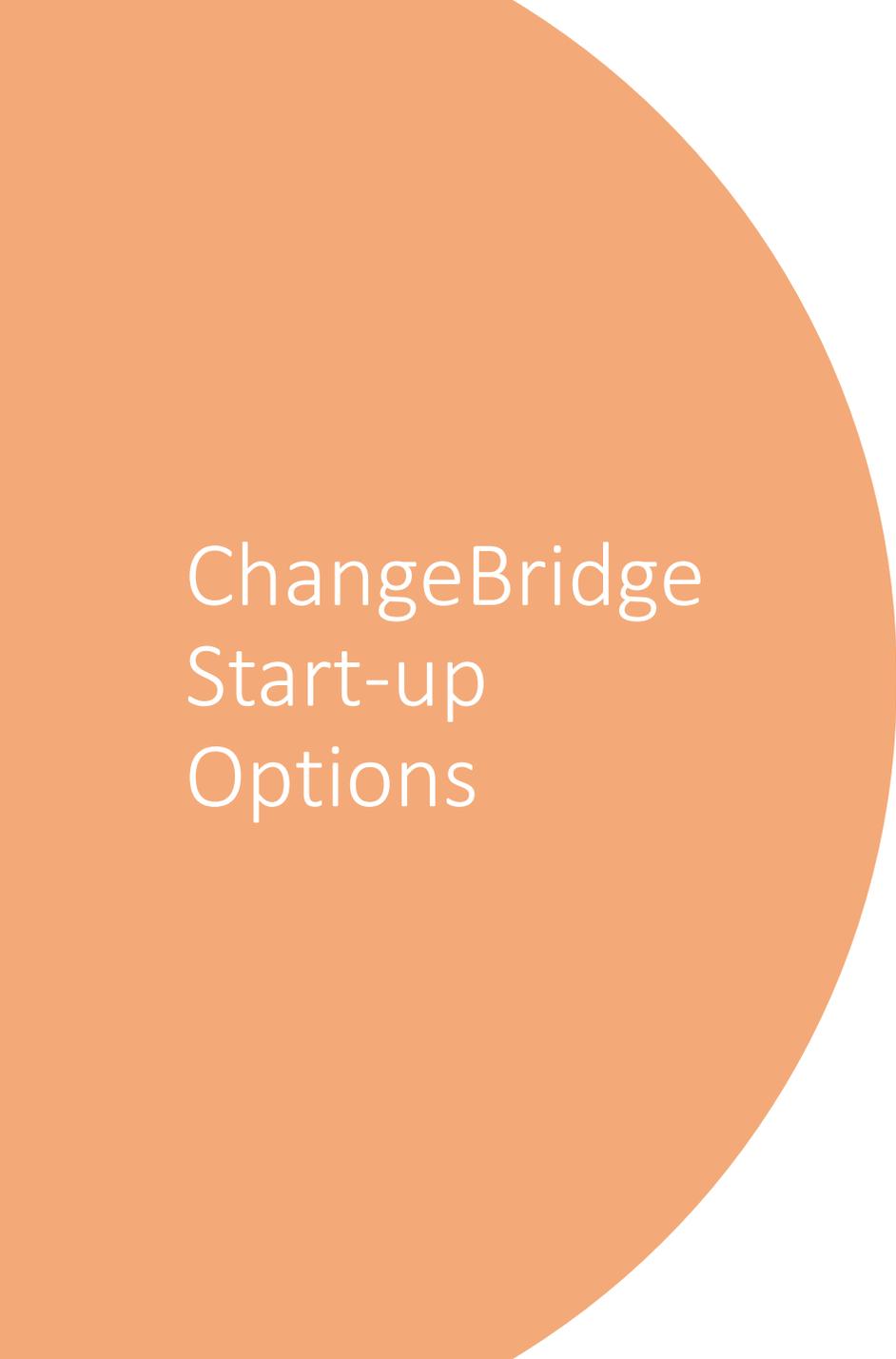
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The design work begins with assessing the current state of factors that disable or disengage the key to success – People.

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All assessments come with a point of view; **begin the process by choosing the right perspective for making discoveries.**

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# ChangeBridge Start-up Options

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**Intro Q&A (phone or online)** to outline topics and questions for ChangeBridge pursuit: <https://calendly.com/info-changebridge>

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**Initial self-survey (online)** for tagging change types and priorities:  
<https://www.changebridge.co/intro-profile>

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**Free direct consultation (phone or online)** with initial interview for change planning:  
<https://www.changebridge.co/serviceoptions>



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