

ORGANISATIONAL DESIGN



PERFORMANCE OUTCOME

Which BUS is driving your organisation today?

WHY?

BEHAVIOURS
MINDSETS
VALUES

LEADERSHIP

CULTURE

THIRD SPACE

WHAT?

SYSTEMS
PROCESS
STRATEGY

SECOND SPACE

HOW?

TOOLS
SKILLS
TACTICS

FIRST SPACE

Start with WHAT & HOW?

EXTRINSIC

MANAGING CHANGE

LEARNED
HELPLESSNESS

TRANSACTIONAL
MANAGEMENT

TOP ▲ DOWN

BLINDSPOT

CONTROL

COMPLIANCE

LAYING BRICKS



BUILDING A WALL



FRAGILE EXTINCT

BURNING PLATFORM

PUSH STRATEGY

COMMODITY

AGILE DISTINCT

Start with WHY?

BURNING AMBITION

PULL STRATEGY

INNOVATIVE

INTRINSIC

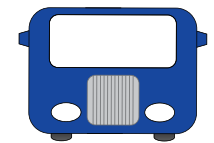
LEADING CHANGE

GROWTH MINDSET

PURPOSEFUL
LEADERSHIP

FIRST PRINCIPLES

DISCRETIONARY EFFORT



BUILDING THE GREAT
CATHEDRAL

SELF-AWARENESS