



# PROPELLER

DRIVING CHANGE REMOTELY:  
HOW TO LEVERAGE RESOURCES  
AND BUILD ENERGY

A FRAMEWORK FOR SUCCESS

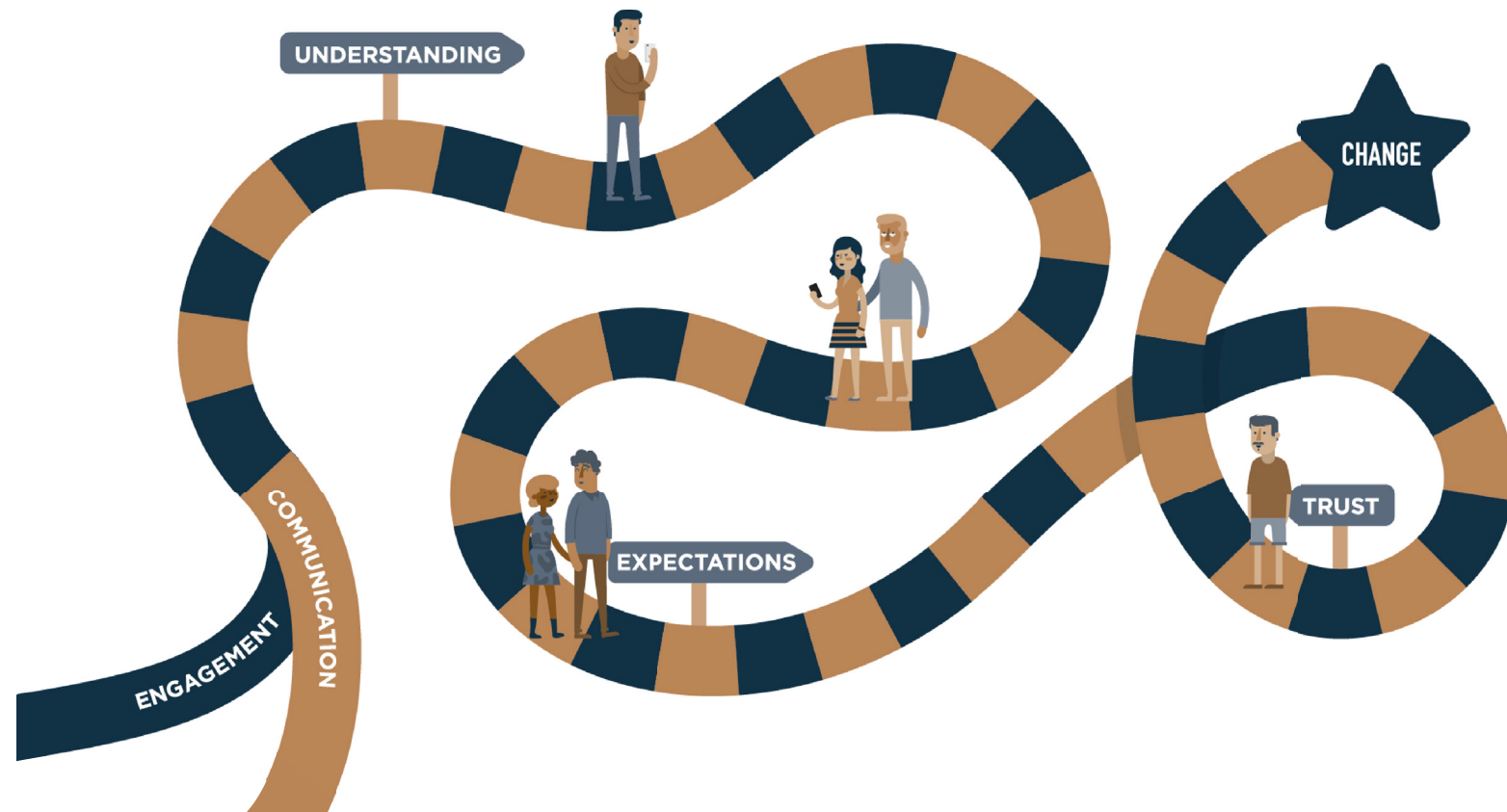
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# 01

## OBJECTIVE

### MOVE FAST, ACT SMALL

The involuntary digital transformation we are experiencing today has created chaos and opportunity for organizations. Companies that move fast and with purpose have the best chance to capitalize on the shifting norms.



# PROJECT TACTICS



UNDERSTANDING	MANAGING EXPECTATIONS	TRUST
<ul style="list-style-type: none"><li>• Build the Case for Change</li><li>• Tell the Story</li><li>• Source Feedback</li></ul>	<ul style="list-style-type: none"><li>• Be Consistent</li><li>• Be Transparent</li><li>• Honest Communication</li></ul>	<ul style="list-style-type: none"><li>• Provide Support</li><li>• Be Available</li><li>• Follow-through</li></ul>
<ul style="list-style-type: none"><li>• Engage</li><li>• Provide Feedback</li></ul>	<ul style="list-style-type: none"><li>• Engage</li><li>• Participate</li><li>• Provide Feedback</li></ul>	<ul style="list-style-type: none"><li>• Acknowledge Support</li><li>• Acknowledge Results</li></ul>

# REMOTE TACTICS



UNDERSTANDING	MANAGING EXPECTATIONS	TRUST
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# 02

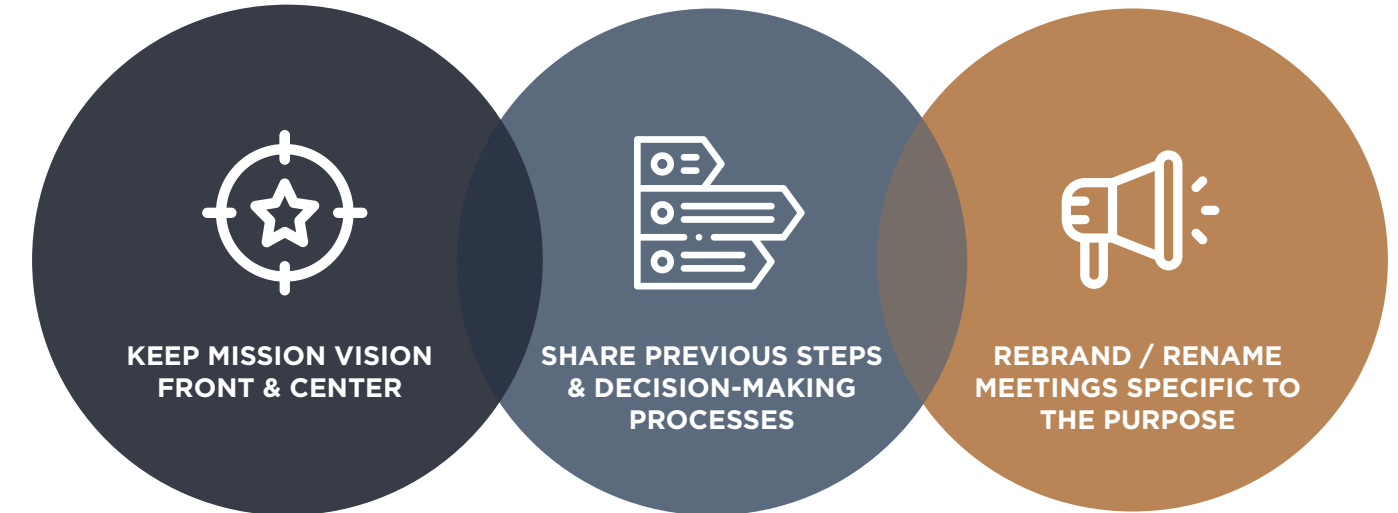
## OBJECTIVE

### ACTIVATE SHARED PURPOSE

So many of us are focused on our families and settling into our new normal. We're all worried about staying healthy and well, which means we share that sense of purpose universally.

## BUILDING PURPOSE EXPLICITLY

*Purpose can be built implicitly, simply by being together. When apart, we must look for ways to build purpose explicitly.*



# KEEP MISSION & VISION FRONT AND CENTER

## 2018 OFF-SITE AGENDA

THE GRAND LODGE HOTEL  
3505 Pacific Avenue • Forest Grove, OR 97116

PURPOSE: BUILD FAMILIARITY WITH EACH OTHER AND OTHER FUNCTIONS.

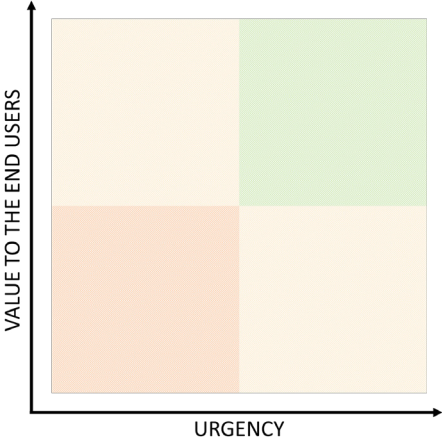
### THURSDAY, JUNE 14

8:30AM-9:00AM	Breakfast in the Equinox Room
9:00AM-9:30AM	Arrival, Agenda, Review, and Intros
9:30AM-10:30AM	Team Building & Engaging
10:30AM-10:45AM	Break
10:45AM-12:00PM	Navigating the Matrix & Storytelling
12:30PM-4:00PM	Wine Tasting (Lunch Provided)
6:00PM-7:30PM	Dinner at Pat's Corner

STAKEHOLDER GROUP	ENGAGEMENT TYPE		
	ENGAGE	INFORM	INFLUENCE
Product	X		
Sourcing		X	
Color		X	
Technology			X

# SHARE PREVIOUS STEPS & DECISION-MAKING PROCESSES

DECISION LOG					
#	DECISION REQUESTOR	APPROVER(S)	DATE REVIEWED	DECISION TITLE	DECISION
0	Jena Marcum	Dave, Chris	11/15/18	Legacy Environments	Approved: Option 2a: Legacy environments do not swap or participate in DR1 and swap the Legacy environments prior to DR2
1					
2					
3					
4					



# REBRAND / RENAME MEETINGS SPECIFIC TO THE PURPOSE

- ☐ Feedback Requested
- ☐ Idea Sourcing
- ☐ Brainstorm Session: Phase 1
- ☐ Project Portfolio Alignment
- ☐ Decision Alignment
- ☐ Retrospective: Start, Stop, Continue

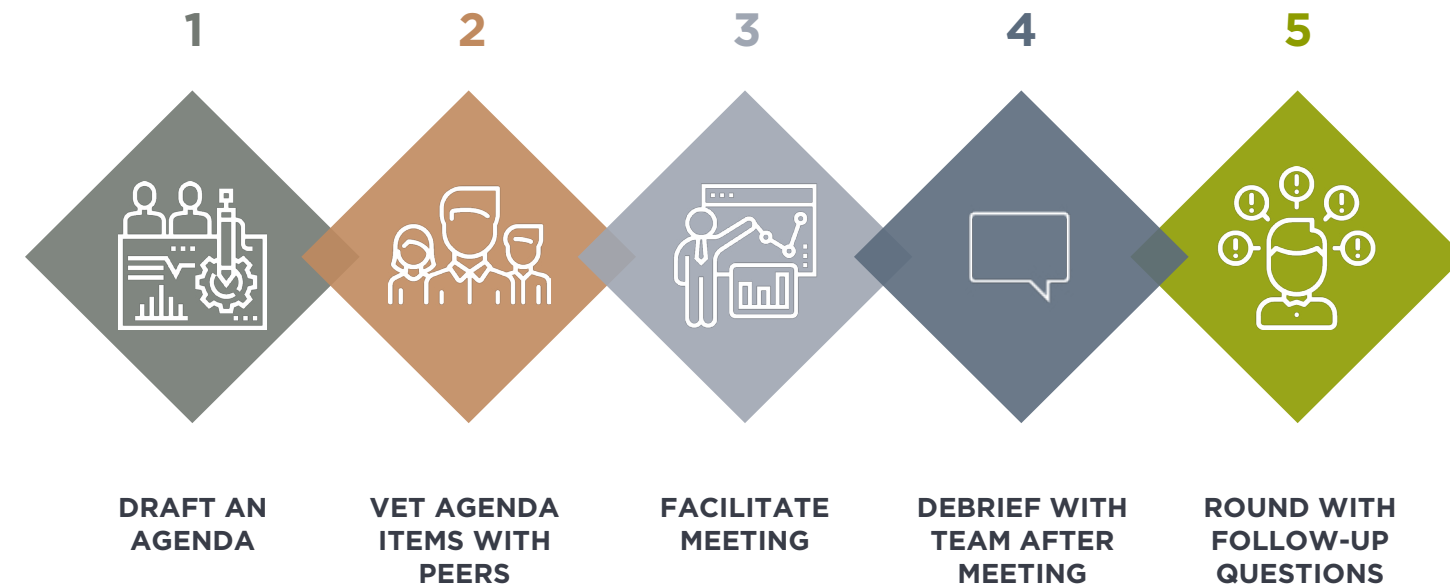
# 03

## OBJECTIVE

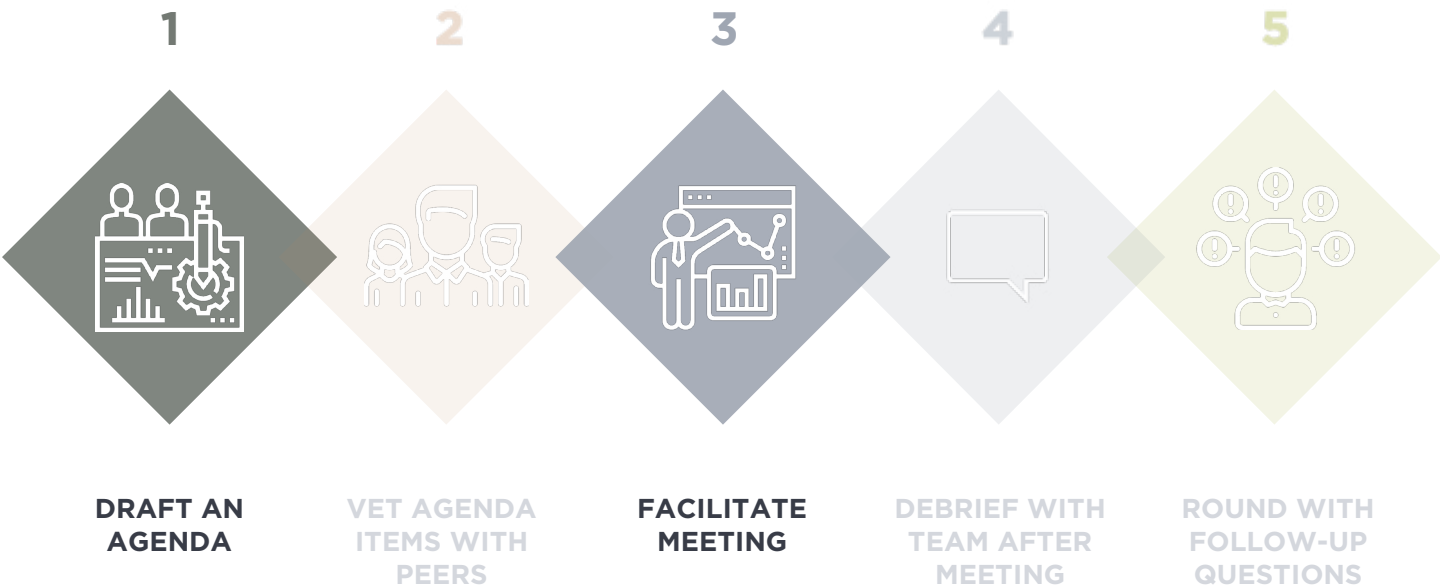
### STRUCTURED NOT FORMAL

The ecosystem we used to work within has shifted. Side conversations, debriefs, happy hours and every other casual communication pathway isn't possible right now. But structuring time, doesn't mean it has to be formal.

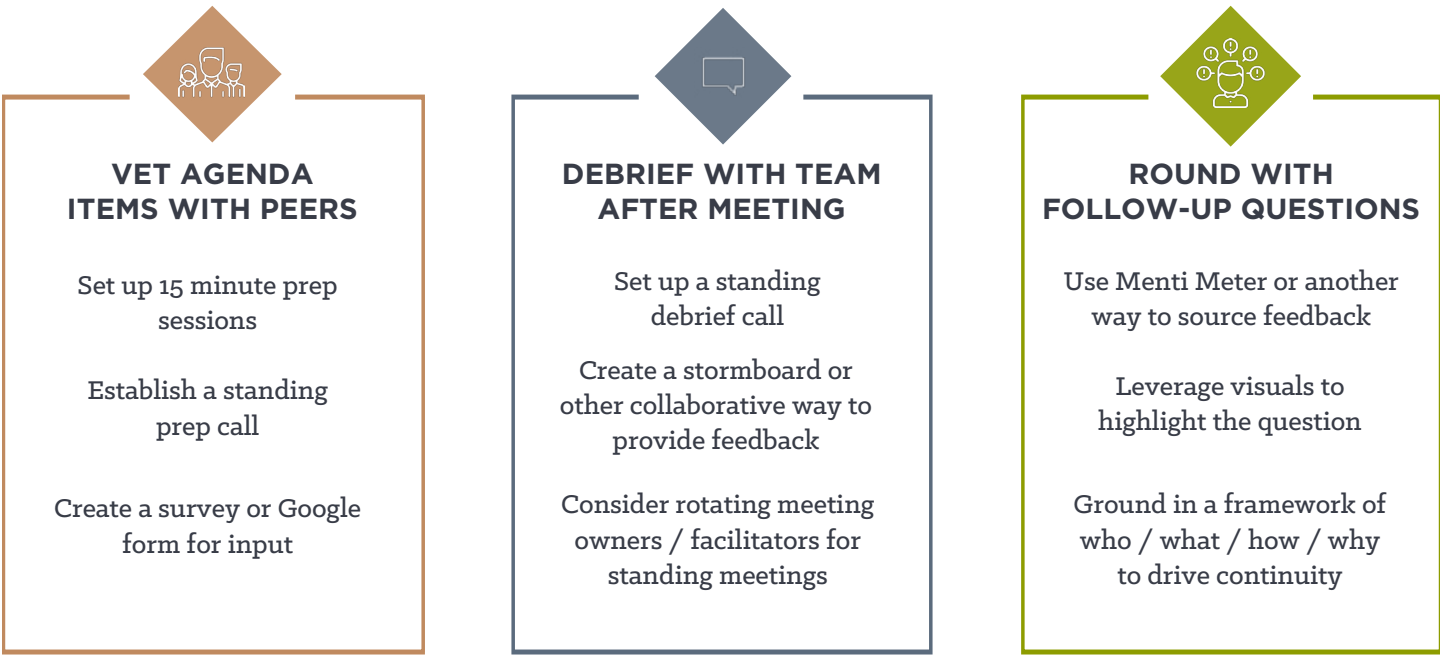
## MAPPING OUR EXPERIENCES: MEETING EXAMPLE



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# VUCA

Chaos is the new norm. To ease potential negative impacts, we need to understand the circumstances of the challenge.




## VOLATILITY

The nature, speed, volume and magnitude of change is not predictable, causing consistent turbulence.

Easily Understood

Unpredictable




## UNCERTAINTY

Lack of predictability in issues and events make it difficult to see future outcomes or make decisions.

May be understood

Unpredictable




## COMPLEXITY

Many difficult-to-understand and interconnected variables make individuals feel overwhelmed and confused.

Fuzzy

Predictable



## AMBIGUITY


Lack of clarity on the causes behind what's happening leads to frustration and an abundance of "unknown unknowns"

Fuzzy

May be predicted

# REDIRECTING VUCA SCENARIOS


Each flavor of chaos requires specific leadership tactics. In addition to core approaches, customize your style to move your team forward through upcoming changes.



## VOLATILITY

### VISION


Plan ahead  
Parse fact from fiction  
Share long-term strategy



## UNPREDICTABILITY

### UNDERSTANDING


Listen and filter information  
Coach and support  
Build trust, listen and share



## COMPLEXITY

### CLARITY

Lean on experts  
Simplify process where possible  
Be clear on what is clear



## AMBIGUITY

### AGILITY

Be curious and experiment  
Think critically

ADAPT AND RESPOND QUICKLY  
COMMUNICATE AND BUILD RELATIONSHIPS



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