



Organizational Problems

Research indicates that 50%-75% of change efforts fail¹. In fact, studies of failed projects over the past decade show organizational failure rates have increased slightly². Compounding the failure rate in organizations, 70% of US workers report they are not engaged at work³.

There are plenty of problem solving frameworks that can help resolve issues organizations face. However, most methodologies focus on solving technical problems while leaving the “people” side of an issue unresolved. What if there was a way to increase employee engagement, break down organizational silos, and increase buy-in all while solving problems and producing measurable results?

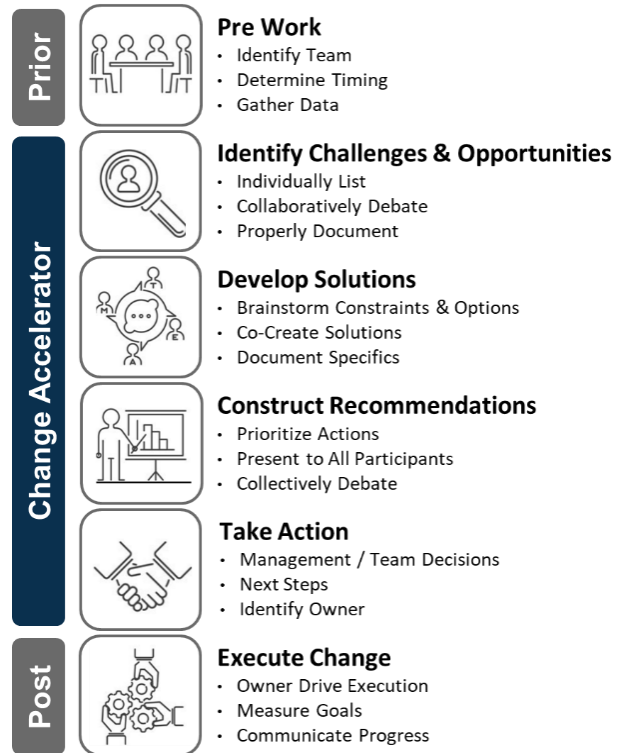
Recent research from Gallup states that highly engaged organizations not only have higher productivity, but also show bottom line results with 21% greater profitability⁴. Employee empowerment is associated with stronger job performance, job satisfaction and commitment to the organization⁵.

The Change Accelerator (CA)

Taking the best of the underlying principles from the GE Workout, Toyota’s Lean Kaizen event, and more than 40 years of organizational improvement experience, SC&E has developed a methodology for dealing with change called the Change Accelerator (CA). This proven methodology drives actionable tactics, strategies, and projects that produce measurable results at any organization.

The approach is simple, gather a cross functional team and give them a forum to develop their

ideas for change. Properly executing the Change Accelerator methodology allows for an event to occur within the span of a few days. During the event ideas are collaboratively reviewed with key leaders who immediately decide if an idea is a



“go” or “no-go”. There are no administrative forms, processes, or time consuming meetings required. A decision is made and instant feedback is given. At the end of a CA event, actions are documented and prioritized for implementation. A simple process is put in place to ensure progress is made in the ensuing months and measurable results are communicated to the organization.

Implementing the methodology of the Change Accelerator is an effective way to energize individuals, teams, and the overall organization.

¹ 2017 HBR <https://hbr.org/2017/05/overcome-resistance-to-change-with-two-conversations>

² https://www.standishgroup.com/sample_research_files/CHAOSReport2015-Final.pdf

³ Gallup 2017 Study: https://news.gallup.com/reports/178514/state-american-workplace.aspx?g_source=link_NEWSV9&g_medium=TOPIC&g_campaign=item_&g_content=State%20of%20the%20American%20Workplace

⁴ Gallup August 26, 2018 <https://news.gallup.com/poll/241649/employee-engagement-rise.aspx>

⁵ Harvard Business Review 2018 <https://hbr.org/2018/03/when-empowering-employees-works-and-when-it-doesnt>

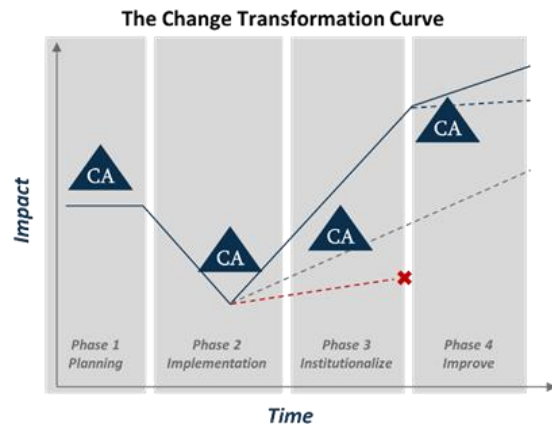


Leadership entrusts a group of internal team members with collaboratively solving both large and small organizational problems. Not only are employee's ideas heard, but leaders publicly authorize immediate action for chosen ideas. Studies indicate that employees who feel their voice is heard are almost 5 times more likely to feel empowered to perform their best work⁶.

Executing CA

While the approach is simple, there are cautions to consider before implementing CA. First, leaders must ask themselves if a decision has already been made. CA is an effective way to gain buy-in for change. However, the buy-in comes from collaboratively developing solutions. If a decision has already been made leaders run the risk of demotivating and disengaging employees. Next, leaders must be willing to empower employees and provide immediate decisions to take action. If leaders are not comfortable removing themselves from idea and solution development the CA approach will prove ineffective. The power of the method is amplified when leaders play the role of empowering ideas and encouraging healthy debate on implementing a change idea.

Lastly, CA requires a particular amount of planning to maximize results. In order to accelerate change in such a short amount of time, a specific recipe must be followed. For example, selecting the appropriate number of participants and the right mix of functionally diverse team members is a critical initial step. Identifying the specific scope for the event and gathering the right information and data beforehand is another important step. Having an experienced, or properly trained, facilitator(s) can impact the participant experience and outcomes of a CA event.



No matter what phase of change your organization is experiencing, the CA methodology can help accelerate that change. SC&E Partners can show you how CA will not only solve your organizational problems, but also improve employee engagement, eliminate silos, and produce measurable results.

SC&E Partners – Strategic Change and Execution

SC&E Partners can help no matter which phase of change you, your team, or your organization is experiencing. Not only do we bring over 40 years of experience leading Change Management, Project Management, and Continuous Improvement, but we also teach the subjects at the highest undergraduate, graduate, and doctoral level.



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