

Provocative Business Change



XBIG6COM, LLC
December 2010

Presented by:
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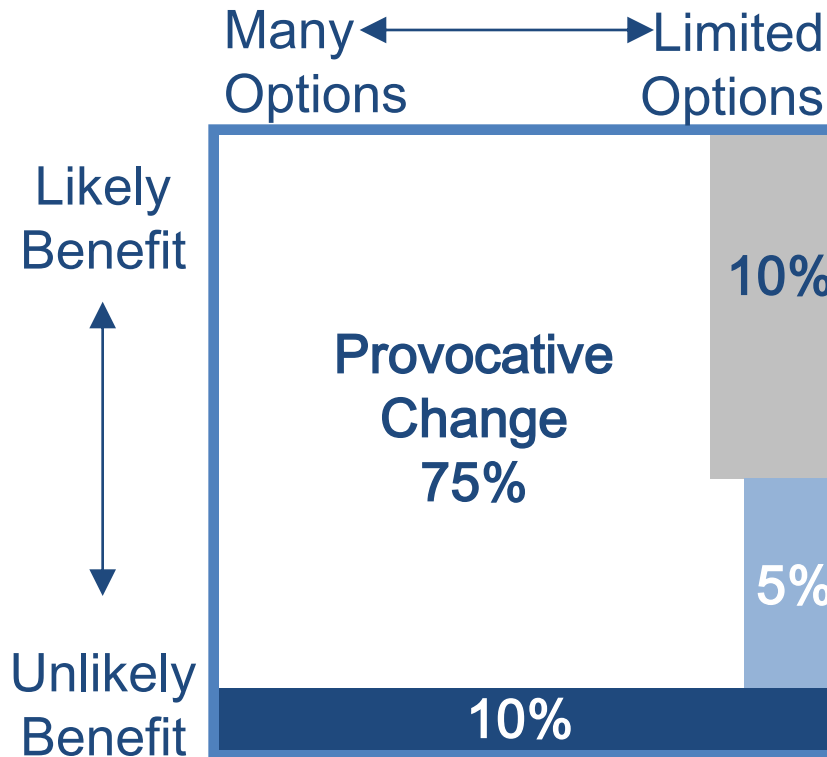
Provocative Business Change



At the end of this topic, participants will be able to:

- Distinguish four types of business change
- Describe three roles of a PBC
- Recognize the five-Os, five-Ps, and five-Cs
- Recognize hybrid perspectives of a PBC

Four Types of Business Change

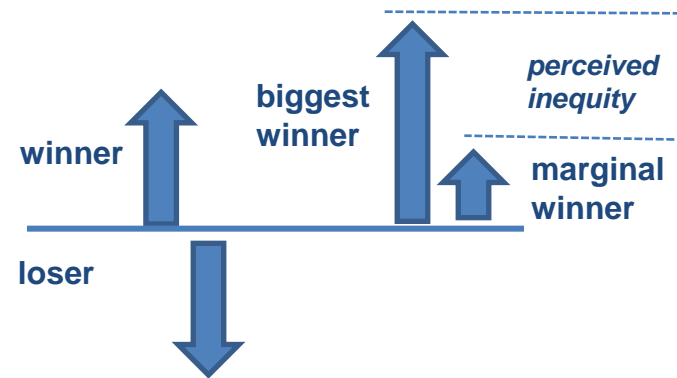


- Imperative Change
- Compliance Change
- Suspect Change

PBC Defined

Provocative Business Change™ (PBC) serves to provoke, excite, or stimulate discussion, resistance and controversy. An estimated 75% of business projects, programs, and major initiatives each year in major organizations fit this category.

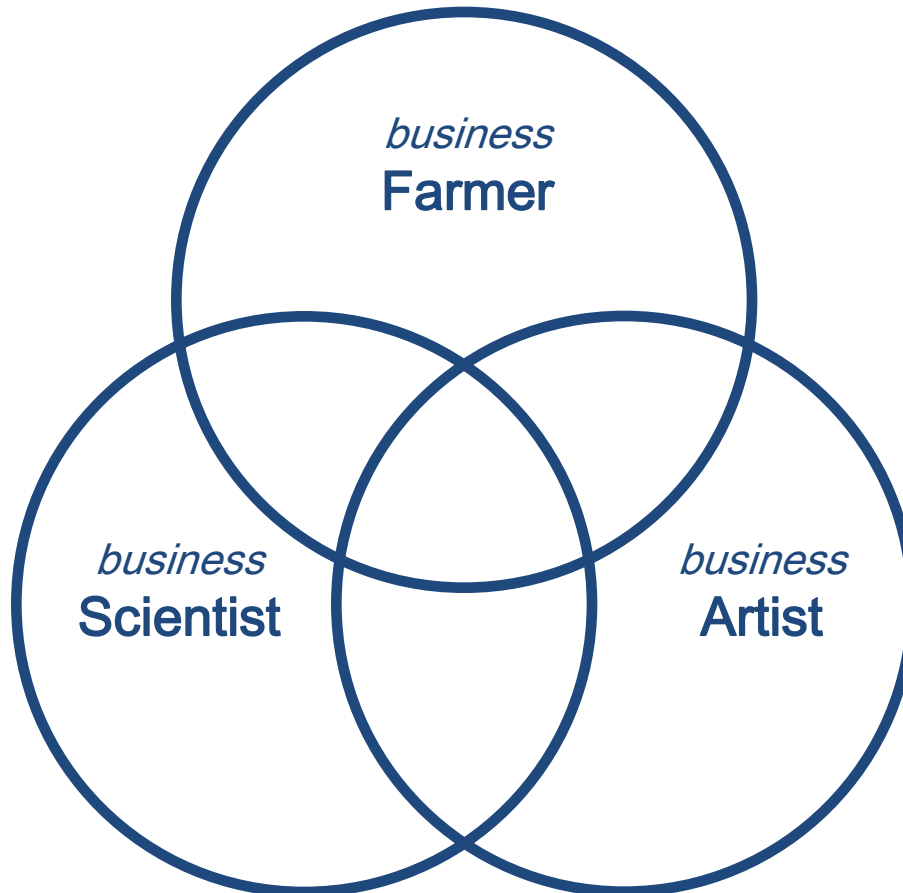
- Discussion
- Resistance
- Controversy



A PBC is one of several options taken to achieve a likely business benefit. A PBC tends to result in a fundamental change in the effectiveness or approach of the organization.

These changes are provocative because frequently there are winners and losers. Even when everyone wins, some win more than others.

Three Roles of a PBC



Three Roles of a PBC



business **Farmer**

OVERVIEWS

has a unique general overview of what runs the business and what business changes need to be made. His or her areas or scope of interest are opportunity, obligation, objectives, outcome, and order.

business **Scientist**

PRACTICES

has a unique perspective of business practices and knows how to operate the business on a day-to-day basis and how specific changes can help the business. His or her areas or scope of interest are plan, problem, process, prototype, and prudence.

business **Artist**

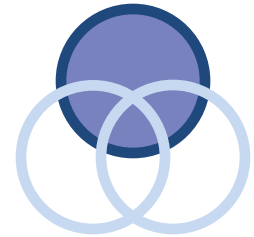
CONSIDERATIONS

has a unique consideration of the people who make up the business. He or she will frequently have an explicitly creative role in the organization, or will have a business strategy, or organization change management perspective. His or her areas or scope of interest are culture, communication, creativity, capability, and core HR.

Farmer – Five Os

Overviews

- Opportunity
- Obligation
- Objectives
- Outcome
- Order



Primary take-away ...

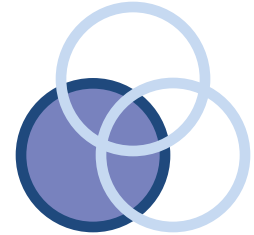
“Get in the wheelbarrow”



Scientist – Five Ps

Practises

- | |
|-------------|
| • Plan |
| • Problems |
| • Process |
| • Prototype |
| • Prudence |



Primary take-away ...

“Eliminate jargon”



Artist – Five Cs

Considerations

- | |
|-----------------|
| • Culture |
| • Communication |
| • Creativity |
| • Capability |
| • Core HR |



Primary take-away ...

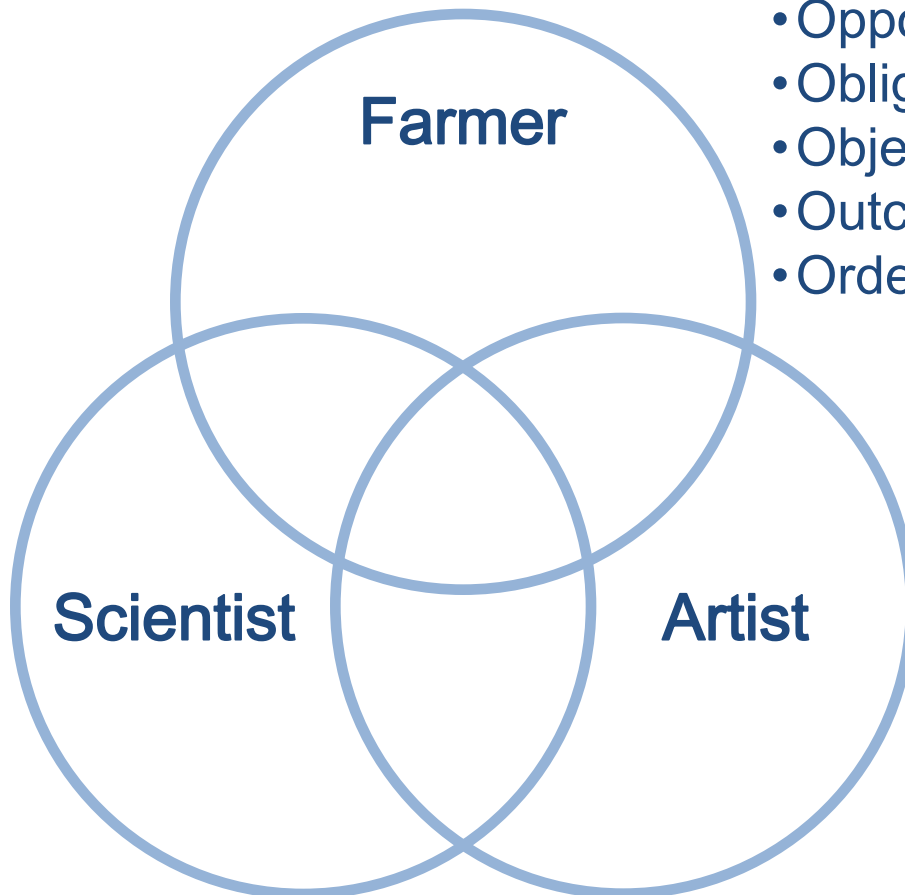
“Talk about concrete actions and results”



Three Roles Summarized



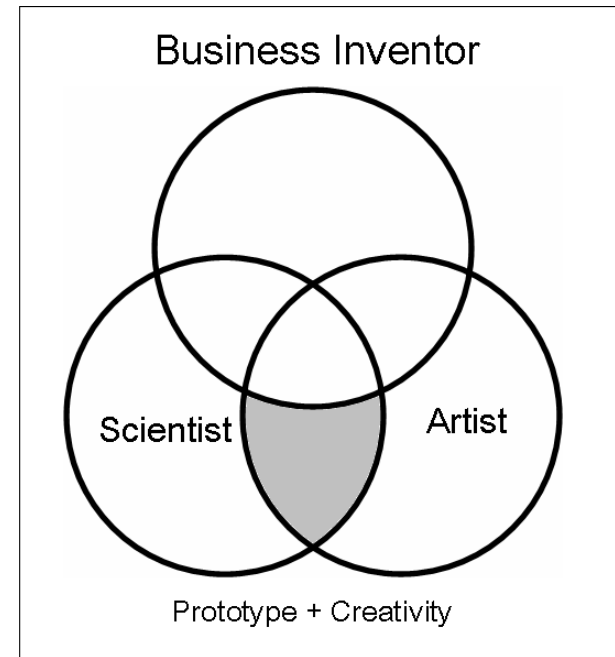
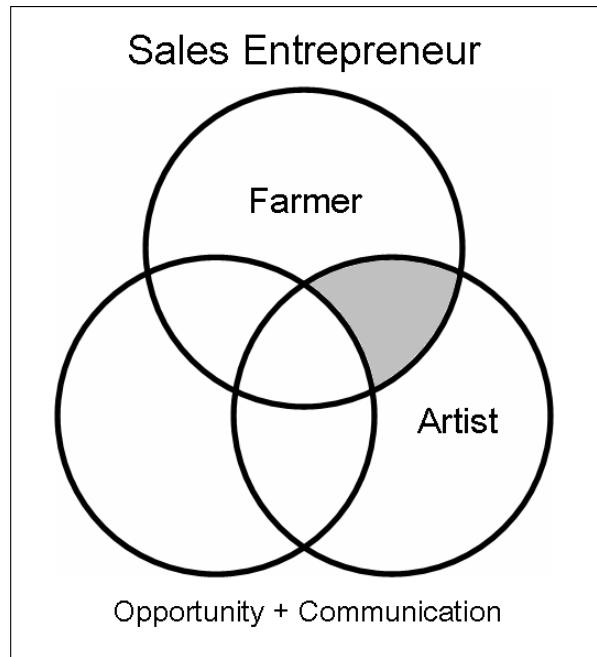
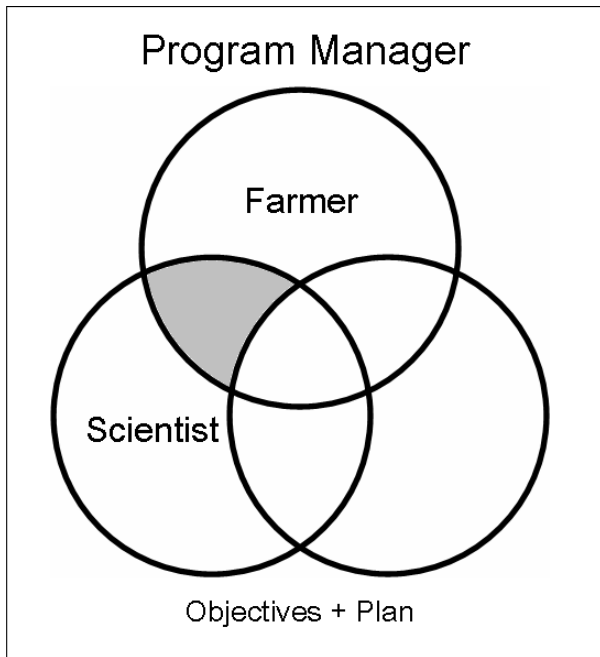
- Plan
- Problems
- Process
- Prototype
- Prudence



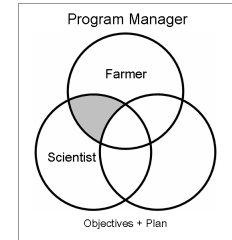
- Opportunity
- Obligation
- Objectives
- Outcome
- Order

- Culture
- Communication
- Creativity
- Capability
- Core HR

Hybrid Perspectives



Program Manager



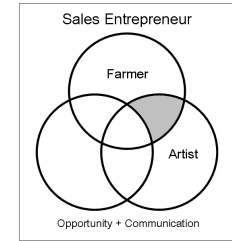
Characteristics ...

- Structured
- Methodical
- Standardized
- Scheduled
- Expertise
- Efficiency

Business risks ...

- Over optimism
- Missed opportunities
- Talent loss
- Deferred cost
- Rogue organizations

Sales Entrepreneur



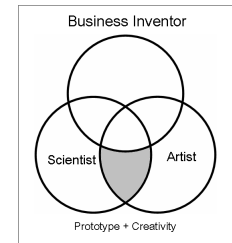
Characteristics ...

- Customer focused
- Solution oriented
- Results driven
- Energized
- Empowering

Business risks ...

- Missed deadlines
- Confusion
- Complexity
- Endless re-work
- Unsustainable design

Business Inventor



Characteristics ...

- Conceptual
- Imaginative
- Fast
- Flexible
- Undeterred

Business risks ...

- Wheel-Spinning
- Poor corporate fit
- No cost control
- Pollyanna attitude

Change Agent Summary

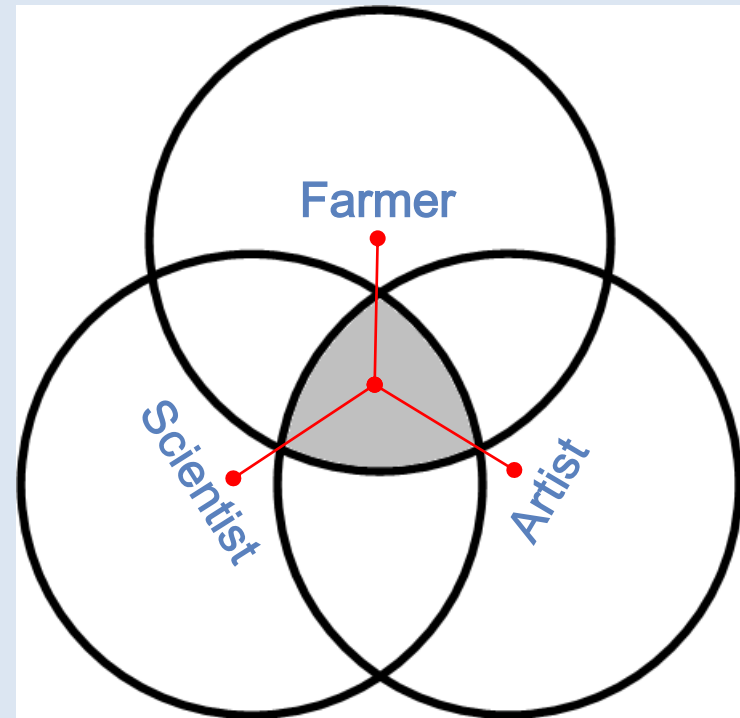


"We must learn to live together as brothers or perish together as fools."

Martin Luther King Jr.

"Success doesn't come to you... you go to it."

Marva N. Collins.



Overview + Considerations + Practices

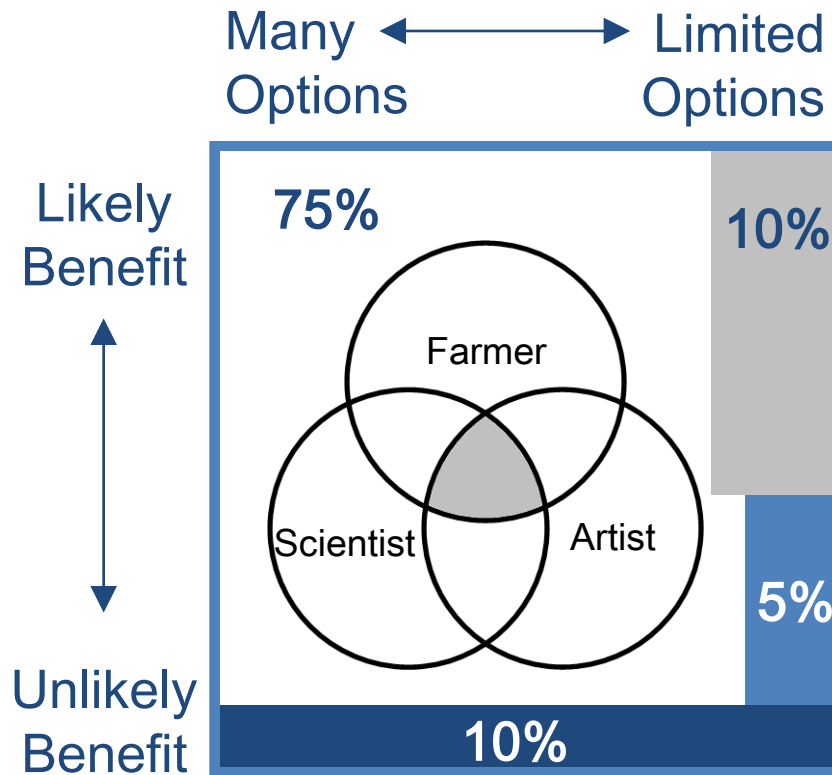
Topic Review



This topic should have prepared you to:

- Distinguish four types of business change
- Describe three roles of a PBC
- Recognize the five-Os, five-Ps, and five-Cs
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One-Picture Review



- 75% Provocative change
- 10% Imperative change
- 10% Suspect change
- 5% Compliance change

Who we serve



- Fortune 1000 Clients
- C-suite Leadership
- Program Managers
- IT Project Leaders

Value we provide your effort

- Staff Augmentation
- Quick-Win Projects
- Strategic Staffing

Staff Augmentation



Add specific, needed skills to an existing project team.

Quick-Win Project



Typically defined as less than three-months and under \$250k initiative.

Strategic Staffing



Leverage high demand, low supply resource for interim time period.

How we work with you



- On-Site and Co-Location
- Virtual / Remote
- Blended Approach

Whatever works best for you and your need. That's how we work it.

Sometimes being on-location is the only way to get real movement. Other times, working off-line is more cost effective and accomplishes your need in the shortest amount of time. When possible, we identify local talent to minimize travel expense.

Why choose us?



- Think-Power of Top-Tier Firms
- Flexibility of a Boutique
- Cost of an Independent

Our consultants have an average of ten years (two year minimum) experience at one of the leading US or worldwide consulting organizations. We have helped solve some of today's most complex business and IT problems. We have applied "Big-Six" thinking to ourselves and assembled a business model to offer our clients the Think-Power of these well-respected firms, while being ultra-flexible to our client's needs – and at a significantly lower cost.

Next steps



We look forward to working with your team to identify the best overall approach for your staffing and project team needs. You may reach me direct 972.533.9418 (mobile), or dial toll free 866.979.2446 select option 9. We respectfully request one to two day advance notice for phone interviews and five day advance notice for in-person interviews.

John Honeycutt



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