

Learning Block 5

5600 words



S 16: Create alignment around the current reality

A common problem with strategy is that it often relies on work by a small group that may be out of sync with new participants' attitudes, perceived problems, and priorities. Here are two facilitated processes that will establish a solid grounding on these issues.



S 17: Be an effective change agent

Good strategy inevitably invokes changes that impact people in the organization. An effective change-agent takes the approach of advocating for needed change while preserving what matters (and both/and polarity). They are also skilled in helping others through each stage their transition process to adapt to the changes that impact them most significantly.



S 18: Ask smart questions

There is no stronger foundation for accelerated performance than the cultivation of asking – ourselves and others – questions that unleash insights, collaboration and effective action. These are smart questions. They contrast with ineffective questions that lead to blame, self-justification, and logical dead ends.
