Kickoff Meeting
SD ARMA
2022-2023 Season

ADDRESSING CHANGE

WHAT DO WE NEED TO DO OR STOP DOING TO KEEP UP WITH THE PACE OF CHANGE IN OUR ORGANIZATIONS?
Agenda

1. Welcome & Introductions
2. Overview of topic
3. Impromtu Networking Breakout
4. 15% Solutions Breakout
5. Debrief & Closing Insights
What changes in your organization are challenging you right now?
Debrief – Change Challenges
What if you could…

- Move away from blockage, negativism, and powerlessness
- Have people discover their individual and collective power
- Reveal bottom-up solutions
- Share actionable ideas and help one another
- Build trust
- Remember unused capacity and resources (15 percent is always there for the taking)
- Reduce waste
- Close the knowing-doing gap
15% Solutions

85% of our work – little to no discretion for change without additional resources/authority.
15% of our work – in our control to always impact.

Where do I have the freedom to act today?

What small thing can I/team do today without additional authority or resources?

Powerless to Enabler
This practice is not meant to obscure the very real structural challenges that may be at play. However, it does provide opportunities to affect small change within your domain of control that can have big impact.

https://hbr.org/2011/05/the-power-of-small-wins
What will we be doing?

5 minutes individually reflecting on your 15% solutions to a change challenge.

- Write down the challenge: *The challenge I want a 15% solution for is: How....*
- Brainstorm individually on the 15% solutions available to you
- 15% solution is in you or your team’s discretion without additional resources or authority
What will we be doing?

10 minutes in a breakout sharing individual reflections (groups of 3-4 people)
- Each person will have an opportunity to share their challenge and their 15% solutions
- At this stage, there is no judging or consulting – it’s information sharing
- About 3 minutes each person
What will we be doing?

15 minutes in a breakout sharing individual reflections (groups of 3-4 people)
- Each person will ask for feedback on their challenge & 15% solutions.
- Those consulting can ask clarifying questions or offering advice
- About 5 minutes each person

Stay in the same breakouts for each of the rounds. Keep an eye out for broadcasts with timing updates.
Debrief – What 15% solution are you committed to implementing?
What parting words would you share?