

What Will Make Us More Nimble?

The model below is based on best selling author Graham Winter's book *First Be Nimble*. It provides a great checklist to stimulate discussion about 'high impact' practices that can boost agility and collaboration



Co-Create

- Co-create to accelerate and scale-up
- Foster trust-based partnering with other colleagues & teams
- Make decisions for best experience for customers
- Collaborate on problems beyond 'technical' boundaries

Build To Flex

- Replace rules with principles to speed up decisions
- Sharpen alignment with a clear and compelling true north
- Hardwire the core disciplines / principles to focus effort
- Establish tight, regular feedback loops

Be Brave Not Busy

- Challenge and address conflicting priorities
- Accelerate to break through bottlenecks
- Know the politics - accept a level of heat from stakeholders
- Set and achieve hard deadlines

Leap, Learn, Adapt

- Run many fast experiments / pilots
- Seek to innovate the business model
- Run scenarios to find cut-through approaches
- Relentlessly debrief during performance

Let Go Welcome The Squirm

- Welcome the squirm that comes with uncertainty and ambiguity
- Name and challenge the sacred cows
- Provoke and disrupt conventional thinking
- Tackle the big adaptive challenges

Experts In Silos

- Create & solve problems inside conventional boundaries / silos
- Keep stakeholders at arm's length
- Protect technical status (knowledge, resources, insights)
- Make decisions for benefit of unit before whole organisation

Rigid And Inflexible

- Be guided by detailed rules and policies
- Establish complicated or unclear business plans / priorities
- Use traditional performance review practices / cycles
- Work with infrequent or haphazard feedback loops

Too Busy

- Busy across many tasks – not being strong on prioritising
- Deploy resources conventionally
- Try to keep all stakeholders happy
- Accept bottlenecks and slowness as inevitable

Waiting For Certainty

- Shun the risk of trying new (uncertain) things
- Settle for incremental improvement
- Launch only when safe and certain
- Only debrief errors and ends

Holding Back

- Protect conventions of organisation & profession
- Treat challenges as technical
- Innovate in conventional groups / functions
- Pull back from uncertainty