



Change on the Go

by Awwartes

EXPERTS IN THE HUMAN SIDE OF CHANGE



OUR MISSION

*Support Leaders on
what they need to
be enablers of
change.*

TARGET USER PROFILE



Senior Leaders (executive level),
Team Leaders,
Teams & Individuals > Decision-makers,
Employees with “license to operate”.



Organizations with senior teams who
want to be agile, are forward-thinking,
have an aspiration/plan to succeed in a
complex environment in a
human-centered way.

THE JOURNEY

01

Listen to
understand your
today and future

02

Diagnosis:
Where you are

03

Share to move
forward

04

Implementation



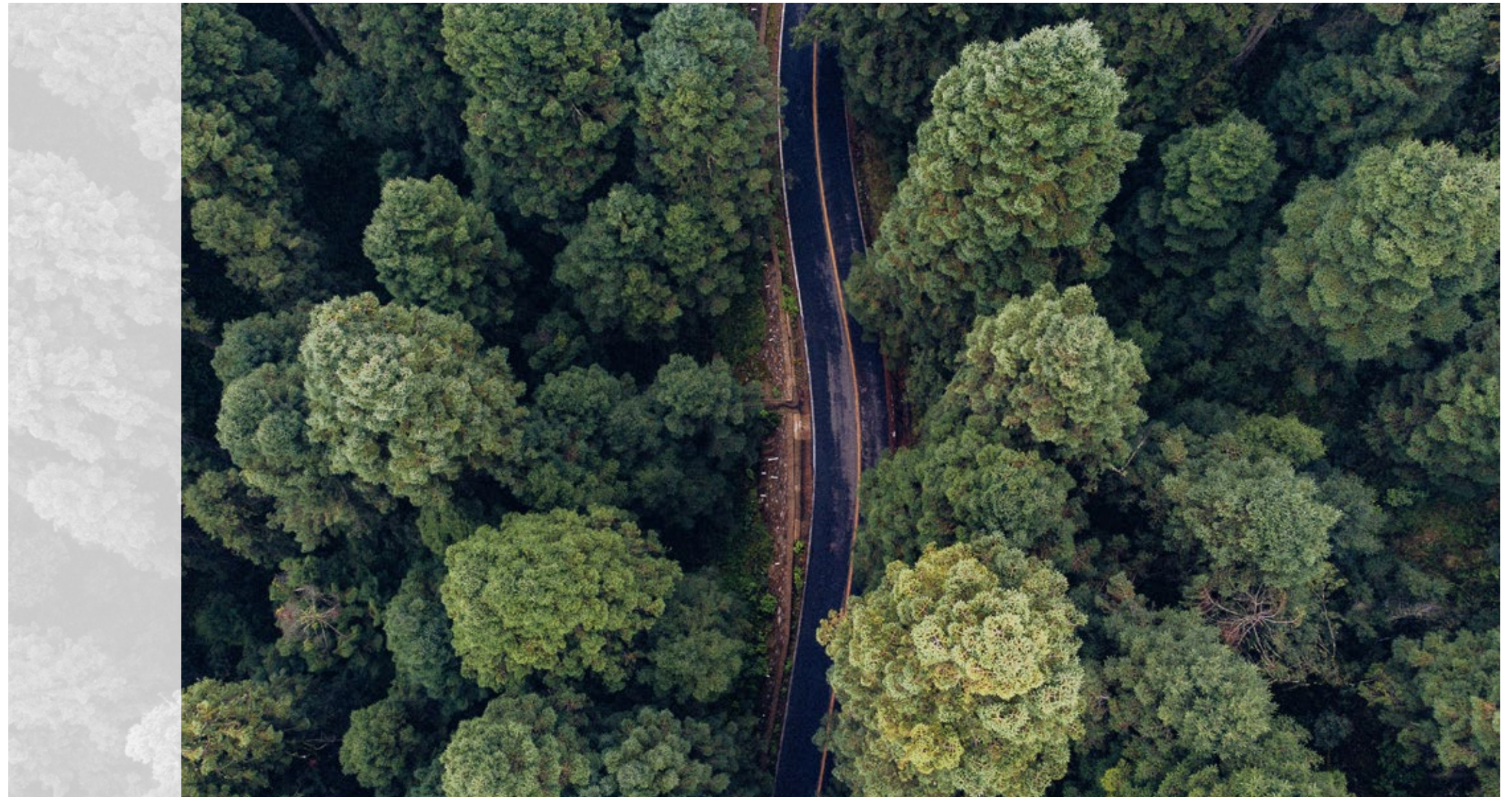
DESTINATION

1

*Listen to understand
your today and future*

We listen to you: your needs, your aims, your strategic choices, status quo...

Clarifying where you want to go and your desired outcome.





DESTINATION

2

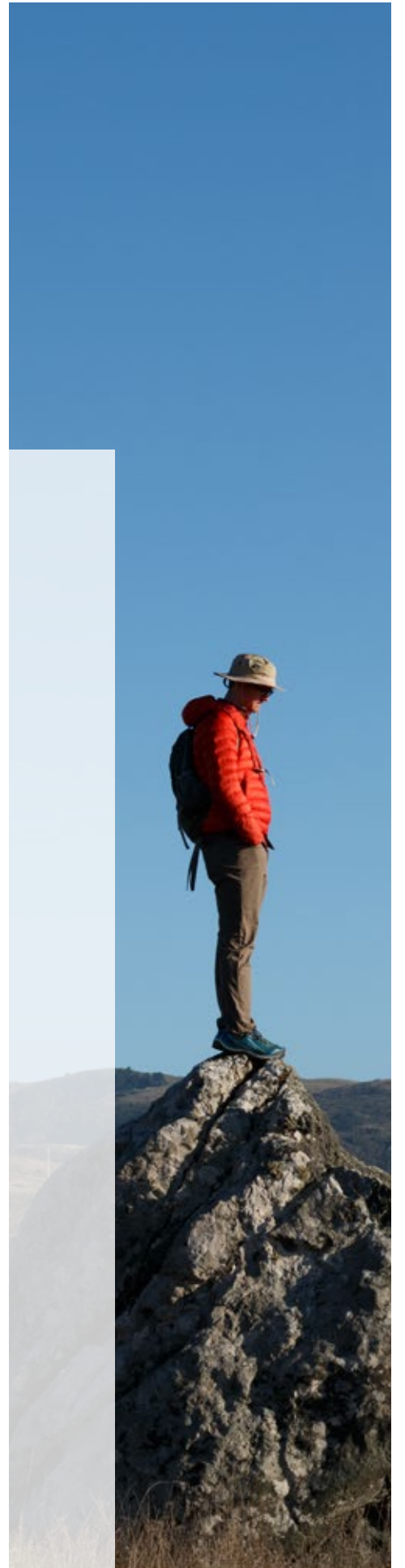
*Diagnosis:
Where you are*

We take a screenshot of today and compare with your desired outcomes. We identify your strengths and your gaps.

- ◆ How do your people, culture and organization have to adapt to deliver your strategic choices?
- ◆ What structures, culture and dynamics need to be strengthened or to be built for fast and enduring growth?
- ◆ What (new) leadership capabilities are required to make continuous change happen?
- ◆ What new skills and capabilities are required to execute the strategy?
- ◆ In case of change of ownership we map possible gaps between new expectations and current processes, culture and mindset

To deliver this screenshot of today a variety of tools can be used including, but not limited to, the following:

- ◆ Readiness Diagram
- ◆ Operating and Ideal Culture Analysis
- ◆ 360 feedback individually and organizationally
- ◆ Interviews
- ◆ Focus Groups
- ◆ Engagement Surveys
- ◆ Avvartes tailor-made questionnaires





DESTINATION

#3



Share to move forward

We hold conversations with the Senior Leaders where insights on what we've learned and our proposal for the way forward are shared. Consensus between you and Avvartes is a must since we are companions behind your Leaders during developing the necessary capabilities.

DESTINATION

#4

Implementation

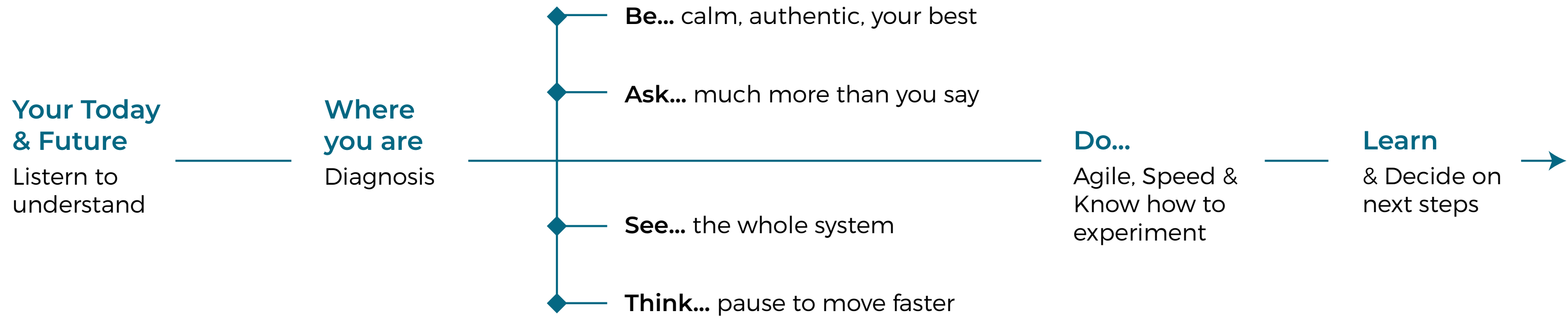


We begin with the agreed process. We always combine doing the real work with accelerated learning. According to your needs and culture our contributions can include, but are not limited to:

- ◆ Knowledge transfer
- ◆ Feedback
- ◆ Coaching
- ◆ Agile Ways of Working
- ◆ Experimenting
- ◆ Learning on three Levels
- ◆ Facilitated Peer Learning
- ◆ Master Classes
- ◆ Business Cases

to stimulate innovation, creativity and joy in making change happen.

Leading Ongoing Change



THE LEGEND;

To be: Authenticity / Courage / Risk Tolerance, Psychological Safety, Growth Mindset, Confidence

To see: Systemic Thinking for Leading Change, Deep Listening

To ask: Coaching Leadership, Building Engagement and Empowerment

To think: Strategic Thinking, Working with Strengths, Building Engagement & Empowerment

To do: Building and Leading Agile Teams, Speed, Know how to experiment

To learn: Feedback and Decision Making



SPIRIT OF THE JOURNEY

Purpose

Curiosity

*Real
Challenges*

Growth