

ACCELERATE 90 DAY LEAN CHANGE PROGRAM



What we do:

- We engage with key members of your organization to focus on implementing a vision or solving a problem impeding your organization using a 90-day lean change framework.
- Our 90-day framework leverages a mix of lean change concepts, design-thinking, change management, agile values and principles, team development, and leadership coaching with the following "components"
 - Empathize: We conduct a brief set of interviews to get a base understanding of the landscape, the players, and the impacted parties.
 - Strategize: We run a series of collaborative workshops to ensure we understand the problems and impediments we are trying to initially solve and co-create a 90-day plan.
 - Execute: We execute in 30-day increments based on the plan where we observe, listen, coach, consult, and learn
 - Retrospect: We retrospect and determine what worked, what didn't, what to backlog or discard, and what to keep.
 - Rinse and Repeat: If desired, we will continue working in a 90-day cycle until we've achieved your organization's goals and outcomes

Outcomes:

- Proven organizational change framework to achieve desired outcomes
- Metric driven success criteria for accountability
- Transparent decision making using empirical data
- Pragmatic execution taking into account the specifics of your organization
- Focused and intentional effort

Our Approach

Our approach focuses on five key areas: Strategy, Structure, Process, Culture, and People.

We want to ensure we have a clear understanding of the outcomes you want to achieve, measurements of success, structure and processes in place, culture, and the people impacted.



90 DAY PACKAGES

INTENT

- 2-Day facilitated workshop focused on identifying the necessary components and developing a plan to implement vision or change
- You will walk out with an aligned and clear 90-day plan of action for executing the change
- Our workshops are crafted to ensure we take into account process, people and departments impacted, and identifying success metrics to measure the change
- Client 100% responsible for Execution of Plan

SPARK

- 2-day facilitated workshop focused on identifying the necessary components and developing a plan to implement vision or change
- Weekly guidance and support check-ins
- Fractional organizational consultant
- Two 30-day Plan Recalibrations
- Facilitated 90-day Retrospective
- Client owns execution of plan
- 3 client slots available

PROPEL

- **Spark+**
- Part-Time organizational consultant
- Additional facilitated workshops or meetings on specific topics needing to be addressed
- Additional resources and tools provided to support the change
- 1:1 Coaching as needed
- Priority access
- Client responsible for execution of plan
- 2 client slots available

NITRO

- **Propel+**
- Full-time organizational consultant embedded to support change effort
- Driver of plan implementation
- 1:1 and group coaching support for identified individuals/areas
- Facilitated meetings and workshops to execute the plan
- Client accountable for execution of plan
- 1 client slot available

More Information :

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