# ORGANIZATIONAL NAVIGATION

Leading change together





# **Introduction**

Organizational navigation in "troubled water" reality is an important challenge that senior management teams face.

In a fast changing reality inside and outside organizations, the ability of co-navigation in real time, according to mutually agreed team strategy, vision and values, is highly needed.

# The aims

- To facilitate senior management team in the process of organizational navigation to optimal results.
- To get the "buy in" of the whole management team to a mutually agreed upon codes of organization navigation.

## **Outcomes**

- Create a language shared by the team to improve communication
- Build a 'consensus-based' strategy and optimal vision for the organization
- Surface the obstructions and challenges that could jeopardize or impede the achievement of vision and goals
- Identify and define the organization's core success values
- Identify critical goals and create a tactical plan to achieve the organizational vision
- Create together the values that will be the foundation of the culture of the organization.





# Course Outline



# **Day One**

# **Session 1- Introduction & Analysis**

- Navigation in uncertainty.
- Navigation Past and present.
- The team's responsibility to self-navigate.
- The three steps in navigation.
- 1st Step in navigation- Asses current position.
- The N.E.W.S.™ Team Navigation Compass.
- Team questionnaire analysis.

# **Session 2- Three Steps in Navigation**

- Management team's 'stakeholders map'
- Identifying the attributes of a 'Great Team'
- Strength & weaknesses analysis
- 2nd Step in navigation- Assess changes in the environment.
- Analyzing opportunities & threats.
- 3<sup>rd</sup> Step in navigation-Operating the compass.
- Introduction to the North.

#### **Session 3- The North**

- Analyzing past direction.
- Defining core abilities of the team.
- Defining the basic drivers of the team.
- Defining the team's optimal development direction- its "Greatness" direction.
- Defining the organization's next phase
- Identifying what the organization needs to develop now

#### **Session 4- The North**

- Defining the strategic drivers of the organization- The 'must win battles'
- Defining the organizational vision- A picture from the future
- Creating a clear, detailed & operational vision for the next 3 to 5 years

## **Session 5- The East**

- Introduction to the East.
- Identifying the organizational DNA values.
- Identifying joint importance.
- Identifying team/ organizational values.
- Defining the values, what they mean and the behaviors that result.







• Exploring how the values are manifested in the team behaviors, both positively and negatively

# **Day Two**

#### **Session 1- The South**

- Recap of day one
- Closing the 'be-do gap'- Gap between behaviors and values
- Individual commitments to close this gap
- Introduction to the South
- Identifying the obstacles as a team
- Discovering the limiting beliefs
- Clarifying the interpersonal obstacles

#### **Session 2- The South**

- How do we create our reality?
- Window of beliefs & paradigms
- Point of choice
- Finding out how we can breakthrough those obstructions
- Realizing new perceptions to create a breakthrough

### **Session 3- The South**

- Overcoming our South-Finding solutions
- "Baby steps" & alternative beliefs.
- Team's agreements to overcome our South
- Personal commitments to overcome our South
- Introduction to the West

#### **Session 4- The West**

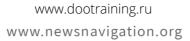
- Defining organizational critical goals
- Setting performance & execution indicators
- Choosing champions for critical goals

#### **Session 5- Conclusion**

- The tactical plan for the forthcoming year
- Individual responsibilities & commitments to achieve these goals
- 20/80 activities & weekly planning
- Summarizing the journey
- Sharing our compasses
- Long-term follow up and implementation
- Conclusion & 'take-aways'.







# Methods, Duration and Process



# **Workshop methods**

Facilitating the management team through a process of organizational navigation, providing tools and insights during the workshop.

During the workshop, participants will summarize their outcomes and agreements in a special on-line format and share it with the group.

# **Duration**

Two full days.

# The process

- 1. Interview of preparation with the CEO to learn and understand the situation.
- 2. Interview all team members 1x1, to understand their personal view and create a personal contact with each participant.
- 3. Pre-navigation questionnaires for all participants to analyze the starting point of the navigation process.
- 4. 1x1 meeting with the CEO to submit a summary of all interviews and analyzes of the questionnaires. Finalizing the agenda and structure of the navigation process.
- 5. Adaptation and design will be done by the facilitator of the process to customize the navigation process according to the decisions taken with the CEO.
- 6. Two days team navigation.
- 7. Meeting with the CEO following the navigation process to conclude the 2 days navigation.
- 8. Four annual checkpoints meetings for implementation of the navigation process.
- 9. Post questionnaire for all participants to analyze the end of the navigation process.
- 10. Summary meeting with the CEO to present the outcomes of the questionnaires and to summary the process.



