

SILVER BULLET

FOR PEOPLE KEEN ON BETTER IMPROVEMENT

Silver Bullet equips people that want to make a difference in the workplace with tips and keys to help them dramatically improve their performance.



Get people involved in transforming your workplace!

Hi Friend,

It's easy to get your nose out of joint when things change and no one has told you about it, isn't it? Even a little thing like a road detour can affect you.

I have been reading some research that comes out of McKinsey. It is so valuable. It is always grounded in or supported by a comprehensive analysis using large population survey feedback. This one should influence how you manage change in your organisation.

Enjoy

Dan

7SIM Founder

Overwhelming Evidence: Widespread and Extensive Consultation is Critical to the Success of Your Improvement!

Widespread and extensive consultation with people is critical to the success of your change. (This is one of 7 Keys to Successful Improvement. Please [click here](#) to view my video on this subject from the 7SIM Business Improvement Training suite; it is the most important video I have produced.)

Volume 16

In this issue

- Widespread and Extensive Consultation is Critical

In the News

Anna Bligh, Premier of Queensland, gave a great example of two of the 7SIM Keys to Successful Improvement; Senior Sponsors that are interested and supportive, and plain spoken and extensive consultation.

During the flood, the Premier illustrated the value of having a Senior Sponsor that was actively engaged. She was constantly giving plain spoken and extensive consultation by updating the community with the most recent information she had available.

As a result she has received well-deserved accolades for her leadership in a time of crisis.

The McKinsey research found that "**employee engagement** is a key success factor for organizational transformation". In a recent survey "nearly 100% of respondents, who characterized their companies' change-management initiatives as extremely successful, said employees could contribute ideas to shape the efforts. And nearly a quarter of the extremely successful transformations were planned by groups of 50 or more, compared with just 6% of unsuccessful transformations." March 2010 "What successful transformations share": McKinsey Global Survey Results

Wow! This is a compelling argument for widespread involvement in change as well as communicating regularly and effectively.

I have found that organisations that take the time to communicate strategic intentions and allow for feedback and ideas from people, often have higher levels of trust and lower levels of cynicism towards change.

Research indicates the typical high performing organisation has a culture of openness and creativity. When these are combined with good communication *then* you have a compelling argument for taking the time to involve and seek input from people when undergoing significant change.

So what is stopping you? Give your improvement effort a genuine lift by enlarging the pool of people in the change with **widespread and extensive consultation!**

THINK *differently*, ACT *deliberately*, SUCCEED *greatly*.

Dan

Dan Jackson
7SIM Founder

We value your feedback on the Silver Bullet. Please email any suggestions or comments to silverbullet@7SIM.com.au

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Welcome to all of our new Silver Bullet readers - especially those of you that have started the 7SIM Online Training recently.