

## What is 'Phase 5' Embed?

Don't drop the baton!

If the fast complex ever-changing world we live in it is just too easy to become distracted by 'shiny' new opportunities and 'tasty' new fashions. Unless you've taken the time to remove all the barriers to the new learning taking root, becoming a habit and second nature, all the work you have done may be un-sustained.

## What will this provide me with?

At the end of this phase you will have ensured that the learning is deeply embedded.

## How does it work?

We will rapidly help you identify, develop and implement strategies to deal with:

1. Policy barriers - most organisations have methods for putting in new policies but no systematic way of removing them once the need has passed. As a result most policies have gone past their 'sell-by date'
2. Personnel - is there someone who would rather die before they have to learn something new or adopt a new practice?
3. Physical barriers and Bottlenecks - do you end up organising and prioritising around resources which are not balanced correctly?
4. Technology barriers - do the organisation's systems and processes make it easier to stick with the old status quo than to adopt the transformation?
5. Cultural barriers - if it's not how we do things around here, lets do it anyway and weave a

legend about how it worked!

6. Measurement and Reward barriers - : Does the transformed organisation seek to be innovative and yet measure and even reward people to the same extent for generating value from existing capabilities as it does of new ones

## Are there any alternatives?

Yes there are, but you'd regret it. Unless of course your plan was to show early results and 'get out' before they evaporated!

## Is there anything I can look at?

Why not try one of our open websites for examples of knowledge management and project co-ordination

<http://www.pentacle.co.uk/jigsaw.htm>

Have a look at a couple of general topic course outlines and proposals we've produced for real life clients.

[http://www.pentacle.co.uk/focus\\_navigation/Homepage\\_focus\\_navigator\\_Sample\\_Proposals.htm](http://www.pentacle.co.uk/focus_navigation/Homepage_focus_navigator_Sample_Proposals.htm)

## What things do I have to worry about?

Good strong sponsorship

This is a really tricky phase. Success here means you alter the power balance in the organisation so keep in mind the advice of Niccolo Machiavelli - No, not the grisly bit about enemies - the bit about "only receiving luke warm support" and how to deal with that.

Timing, resources and budgets

Some barriers may require resources not originally anticipated. Resolving other barriers may be stalled by timing - for example a new reward package may need to wait until the right time in the financial year.



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## How much will it cost?

We will estimate a cost which will be provided on a separate project brief. We will not bill you for resources or costs not incurred so often you will be pleasantly surprised.

We charge all 'bought in' items, e.g. hotels and photocopying at cost, occasionally charging for administration if significant.

## What next?

At this point you will have transformed, new learning would have been put in place. The anticipated benefits will be flowing and the organisation and its culture would have adopted all this as its new culture.

At this point we would say a very BIG THANK YOU for asking us to work with you and allowing us to come on your journey into the unknown, remote and dangerous, modern-wild west!

Please contact Susan Ross on +44 (0) 1494 678 555 or [susan\\_ross@pentaclethevbs.com](mailto:susan_ross@pentaclethevbs.com) to arrange how we continue.



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