

*Integration and
WIP Process*

Multichoice Work Readiness Programme 2020



Henley
Business School

AFRICA

Why action learning?

- **Sponsors** should be **leaders in the organisation**
- Henley will assist with the **learning process**
- **Group learning** is a key part of the overall learning
- **Practice** what you have learned in **personal mastery**
- **Health** of your team is as important as the **project itself**
 - Managing conflict, personalities, perspectives, suspending judgement, listening, challenge assumptions, respect, schedules..

Why action learning?

- Develop **holistic thinking** in a complex system
- Apply a **systems thinking approach (Circle method)** for starting this project
- **Identify a problem, make sense** of it and discuss this with your sponsor
- Three WIP deliverables to present during the programme
- **Final presentation and report** – showcasing your work

Deliverables

All submissions via **Pelopele**. Check-ins to be done per group. Groups need to invite me via the appropriate channel.

Deliverables	Topic & Date	Due date	Weights
Individual assignment			30%
RP 1	Block 1 – 3 pages	13 July 2020	10%
RP 2	Block 2 – 3 pages	14 September 2020	10%
RP 3	Block 3 – 3 pages	9 November 2020	10%
WIP projects milestones			70%
WIP 1	Challenge, situation (sense making) team and sponsor (PowerPoint presentation)	28 August 2020	10%
WIP 2	Question, research, root cause and planning (PowerPoint presentation)	23 October 2020	10%
WIP 3	Data collection, analysis and results (PowerPoint presentation)	16 November 2020	10%
Final report	Final report	1 December 2020	20%
Final presentation	Dry-run Presentation	9 December 2020 10 December 2020	20%

Multichoice WIP process
Final Presentation: 10 December 2020

WIP project deliverables

Deliverable 1 Challenge, situation and sponsor	Deliverable 2 Question, research, root causes and planning	Deliverable 3 Data collection, analysis and results	Final Report and Presentation
<p>Have a discussion with sponsor</p> <p>Identify a business challenge (internal focus); current situation (PESTLE analysis, SWOT analysis), stakeholder analysis and rich picture</p> <p>Use Systems Thinking tools to identify the root causes of the problem.</p>	<p>Discuss thinking with your sponsor</p> <p>Formulate the question, analyse the problem, research, engage with stakeholders, refer to literature, identify root causes.</p> <p>Develop a road map for rest of the project.</p>	<p>Discuss with your sponsor</p> <p>Methodology Data collection (internal focus) Results Data analysis Interpretation Potential solutions Recommendations Limitations</p> <p>Research, internal data, engagements and results.</p>	<p>Invite your sponsor</p> <p>Recommendation and preferred solution Time, cost, impact and effort Be creative and innovative</p> <p>Illustrate the diversity within the team Deliver your message as effective as possible</p> <p>Present your ideas (20min, 10min Q&A)</p>

Deliverables for Theme 1

Personal Reflection 1

- Write a 3-page reflective paper on your key learnings from this block
- Submit on **13th July 2020 via Pelopele**

WIP Deliverable 1

- Check-in **23 July 2020 teams to book an appointment 9-11**
- Submit deliverable 1 on **28 August 2020 via Pelopele**

WIP Deliverable 1

Deliverable 1: Challenge, situation and sponsor

Due date: 28 August 2020

Develop a PowerPoint presentation (15min) where all members present equal parts on the following:

- Identify a business challenge (internal focus)
- Find a sponsor – business leader in that specific area
- Context –current situation
 - Introduce the business/department/division
 - Strategic focus areas
 - PESTLE analysis, SWOT analysis
 - Stakeholder analysis
 - Rich picture
- Issue – identify and elaborate, show the business case
- Share your learning as a group and exposure to the business
- Share your project plan going forward



thank you