



inspearit
Aligning for Customer Value



BUSINESS TRIATHLON



COME CAMBIARE, INNOVARE, E PRODURRE VALORE RAPIDAMENTE,
IN AMBIENTI SOTTOPOSTI A COSTANTE TURBOLENZA

@EMILIANO SOLDI
#BizTRIATHLON



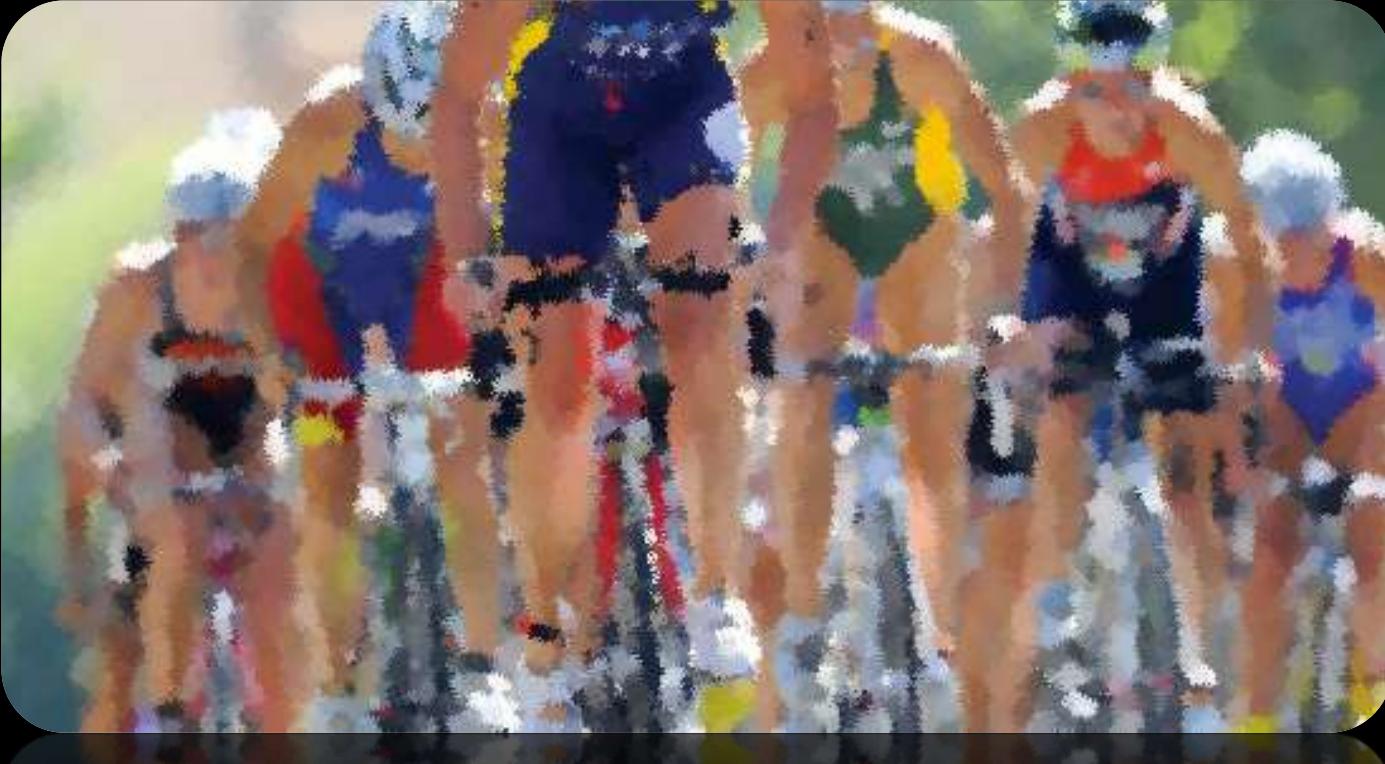

Ehi!
It's Me!!

frulan 9000



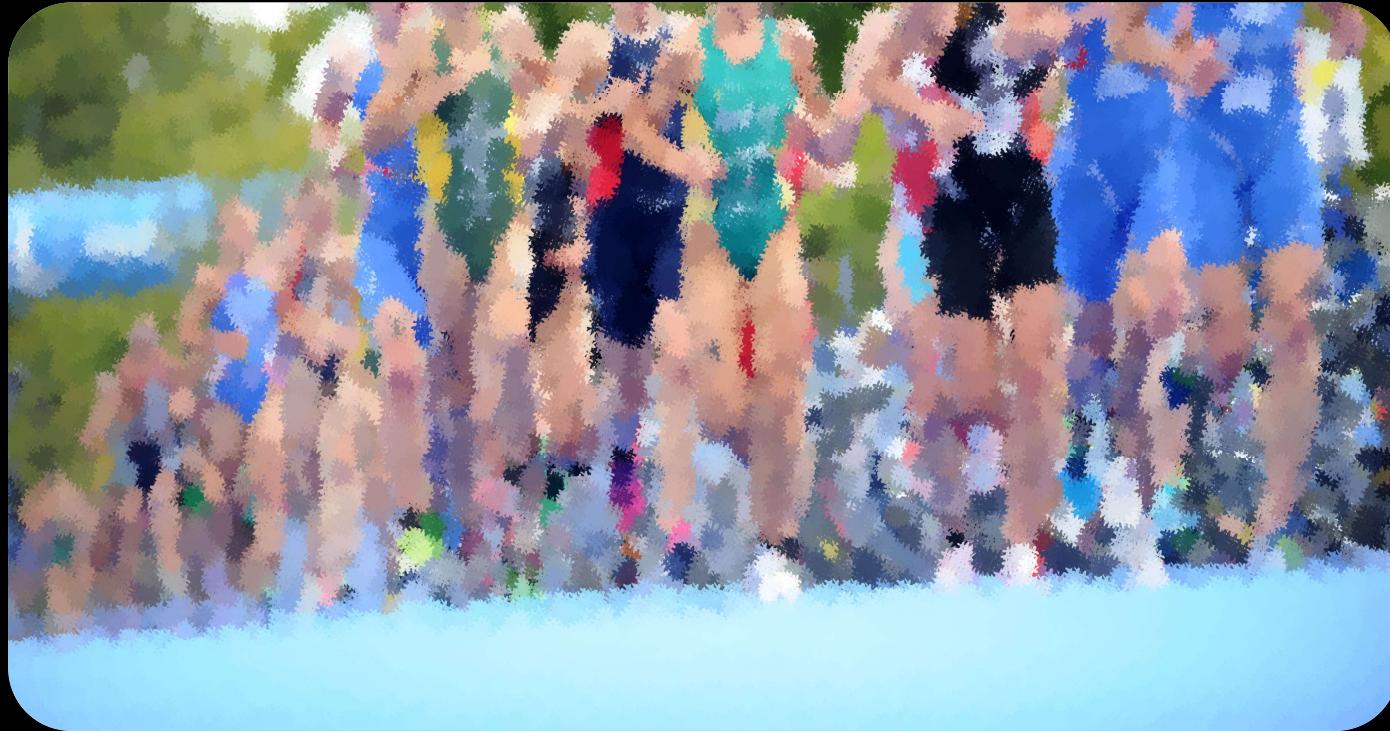
SWIM

- ✓ STRATEGIC
- ✓ EXPLORATIVE
- ✓ BALANCING



BYKE

- ✓ EMERGENT STRATEGY/TACTIC
- ✓ TECHNICAL
- ✓ TEAR-AND-GO



RUN

- ✓ PRAGMATIC
- ✓ CONSOLIDATION
- ✓ CONSTANT PACE



TRANSITION

- ✓ CHECK POINT
- ✓ ADAPT
- ✓ TRANSFORM



MULTIDISCIPLINARY

STUDY

PRACTICE

LEARN

BE PASSIONATE

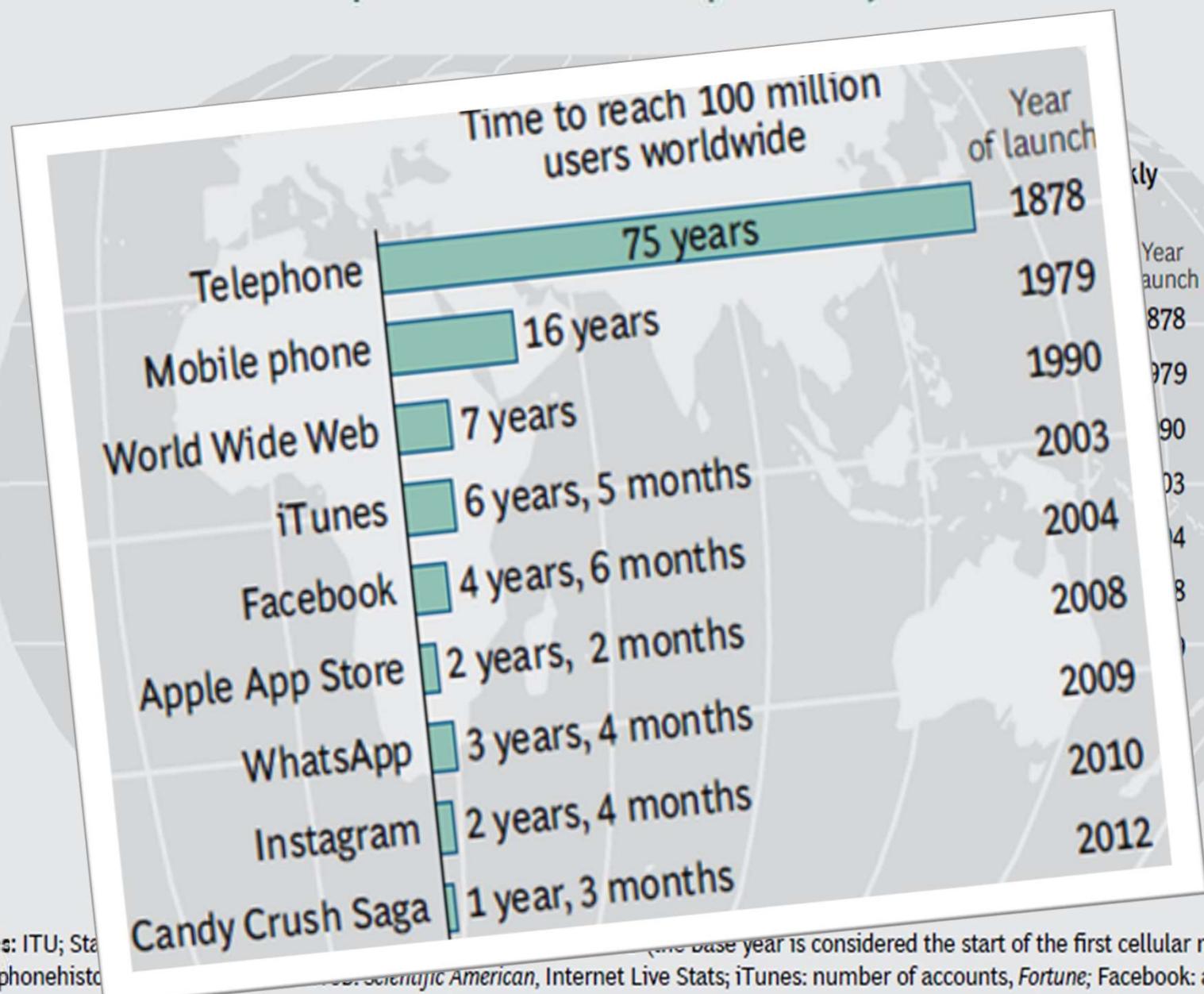
BE BOLD

BE PERSISTENT

BE AGILE

SO WHAT?!

The Pace of Disruption Has Increased Exponentially



DISRUPTION



CAN'T YOU SEE?!
EVERYTHING IS CHANGING,
FASTER THAN EVER!



U B E R





How can we strongly link
STRATEGY vs **EXECUTION**

How can we match
DEMAND vs **CAPACITY**

How much effort should we dedicate
RUN BIZ vs **CHANGE BIZ**

THE SOLUTION

CAN THE LEARNING FROM TRIATHLON,
HELP TO DELIVER BETTER BUSINESS
RESULTS IN THIS TURBULENT WORLD?



ON YOUR MARKS,
GET SET,
GO!

TRIATHLON



SWIM



BIKE



RUN



TRANSITION

BUSINESS

HIGH LEVEL
STRATEGY
VISION

EMERGENT
STRATEGY
TACTIC

PRAGMATISM
DELIVER

TRANSFORM

APPROACH

LEAN STRATEGY

LEAN START-UP

AGILE

CHANGE MANAGEMENT

LEAN STRATEGY



POSITIONING

THE ORGANIZATION EXAMINES ITS STRENGTHS, OPPORTUNITIES, WEAKS, THREATS, RESOURCES AVAILABLE AND CAPABILITIES.

HIGH LEVEL STRATEGY

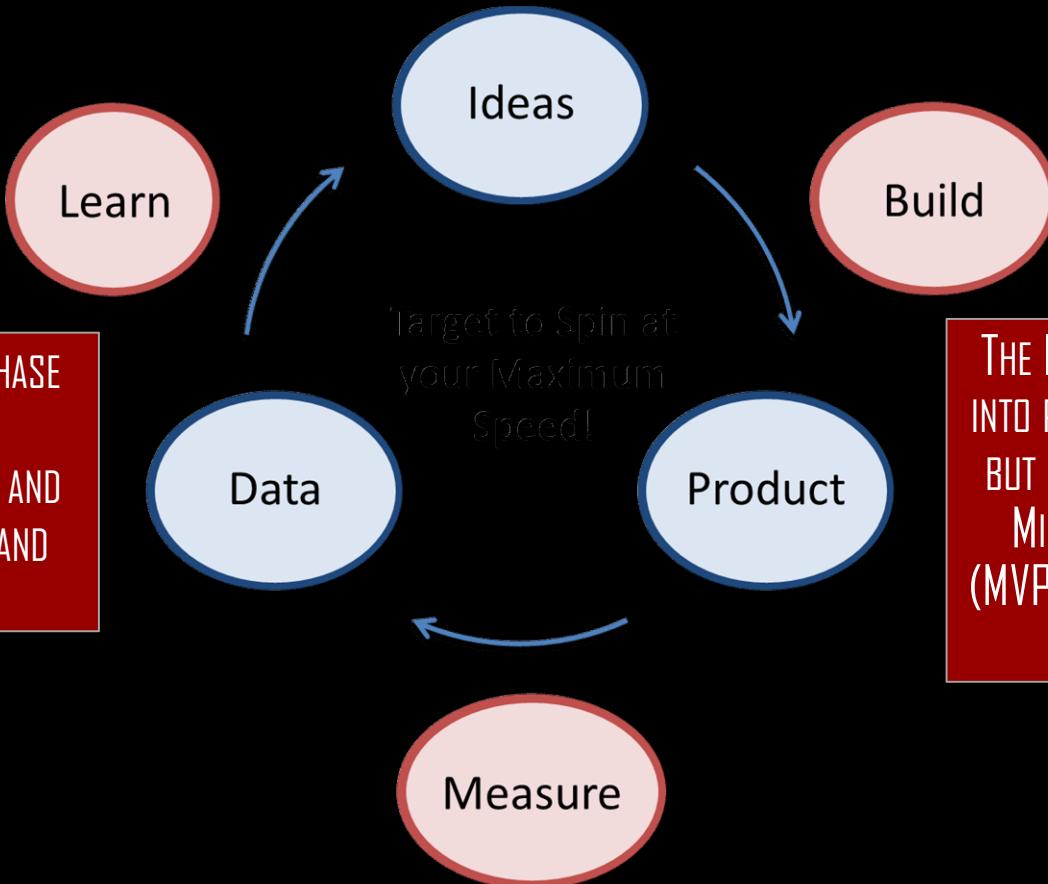
SENIOR MANAGEMENT AGREES UPON AN HIGH LEVEL STRATEGY BASED ON COMPANY'S VISION, VALUES, OBJECTIVE AND SCOPE.

LEAN PORTFOLIO MANAGEMENT

THE INITIATIVES ARE FUNDED ACCORDING TO STRATEGIC THEMES, THEN ANALYZED AND PRIORITIZED ACCORDING TO LEAN PORTFOLIO MANAGEMENT APPROACH.



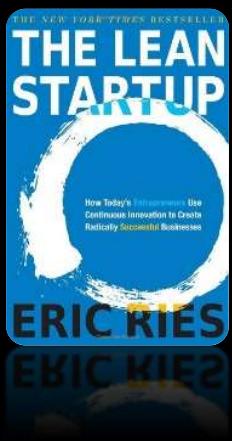
DURING THE **LEARN** PHASE DATA IS ANALYZED ASSESSING PROGRESS AND RESULT ACCURATELY AND OBJECTIVELY.



THE **BUILD** TRANSFORMS IDEAS INTO PRODUCTS, BUILDING A FEW BUT IMPORTANT FEATURES IN A MINIMUM VISIBLE PRODUCT (MVP) AND RELEASING IT TO THE CUSTOMERS.

Measure

THE **MEASURE** PHASE MEANS GATHERING PRECISE DATA ABOUT PRODUCT USAGE.



PIVOTING



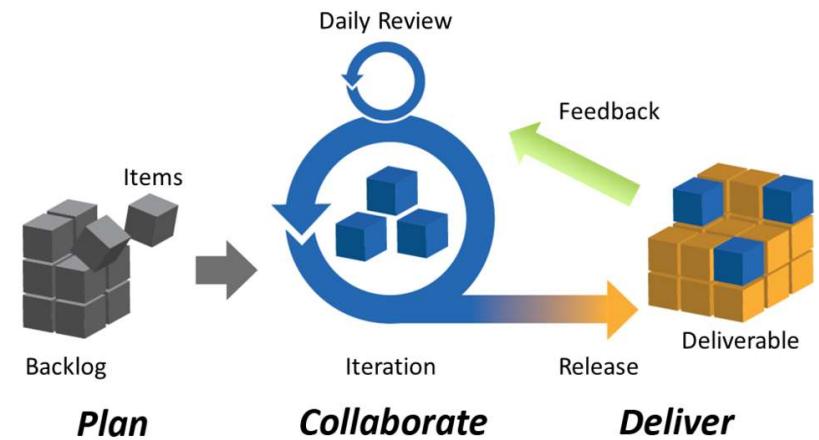
WHEN COMPLETED THE
BUILD-MEASURE-LEARN CYCLE,
IT'S TIME TO CHECK THE RESULTS
AGAINST INITIAL HYPOTHESIS AND DECIDE
TO **PIVOT** IF IT'S FALSE,
OR **PERSIST** IF STILL VALID.



VALUES

INDIVIDUALS AND INTERACTIONS OVER PROCESSES AND TOOLS
WORKING SOFTWARE OVER COMPREHENSIVE DOCUMENTATION
CUSTOMER COLLABORATION OVER CONTRACT NEGOTIATION
RESPONDING TO CHANGE OVER FOLLOWING A PLAN

ITERATIVE & INCREMENTAL PRODUCT DEVELOPMENT





THE GOAL OF CHANGE MANAGEMENT

GIVE SUPPORT AND TOOLS

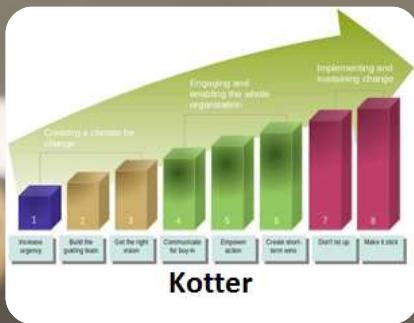
TO LET AN ORGANIZATION IMPROVE

BY ALTERING HOW WORK IS DONE

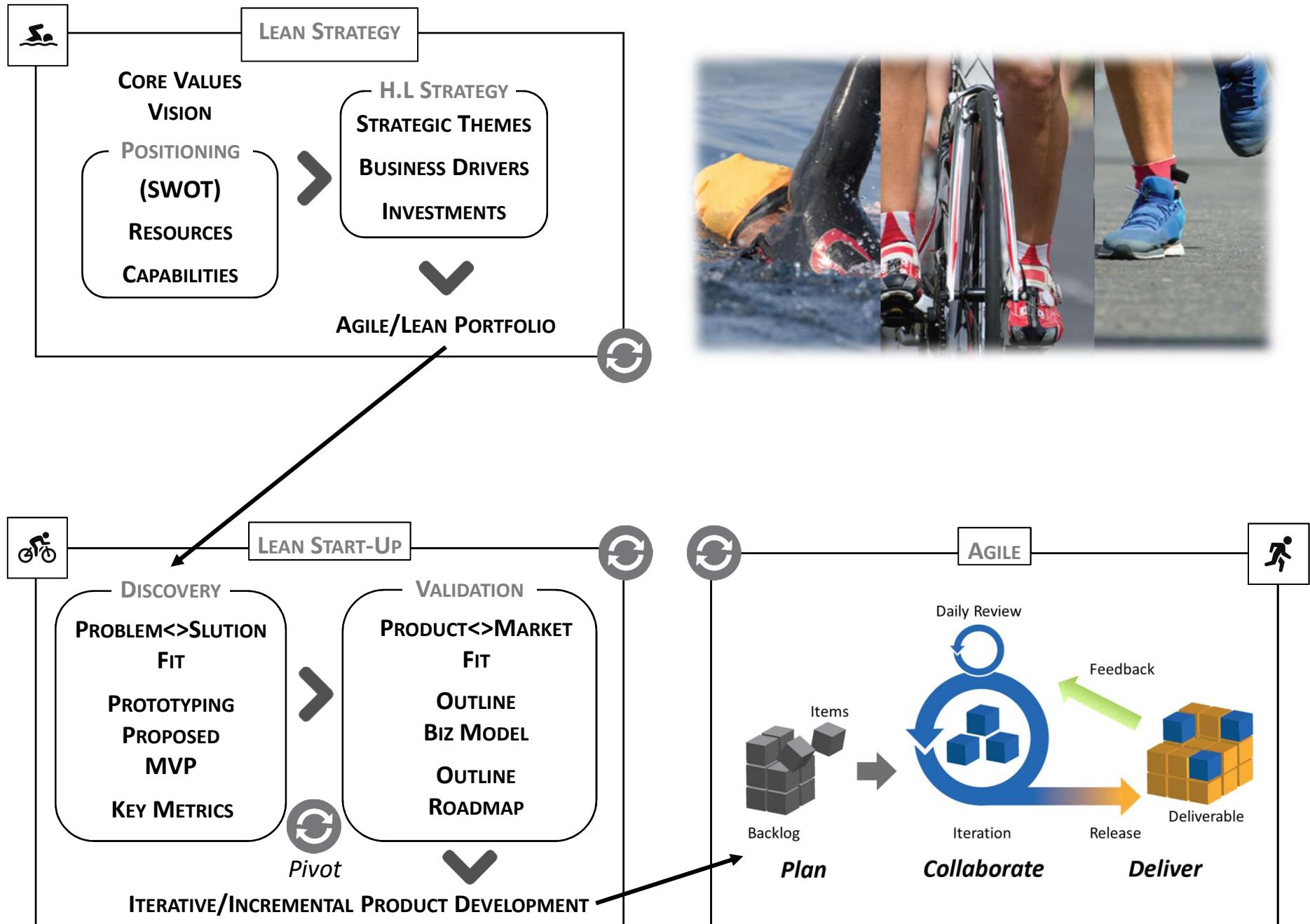


CHANGE MANAGEMENT IS THE ART OF USING APPROACHES, TOOLS, TECHNIQUES AND PROCESSES TO MANAGE THE PEOPLE SIDE OF CHANGE TO ACHIEVE A REQUIRED BUSINESS OUTCOME.

CHANGE MANAGEMENT INCORPORATES THE ORGANIZATIONAL CAPABILITIES THAT CAN BE UTILIZED TO HELP INDIVIDUALS MAKE SUCCESSFUL PERSONAL TRANSITIONS RESULTING IN THE ADOPTION AND REALIZATION OF CHANGE.

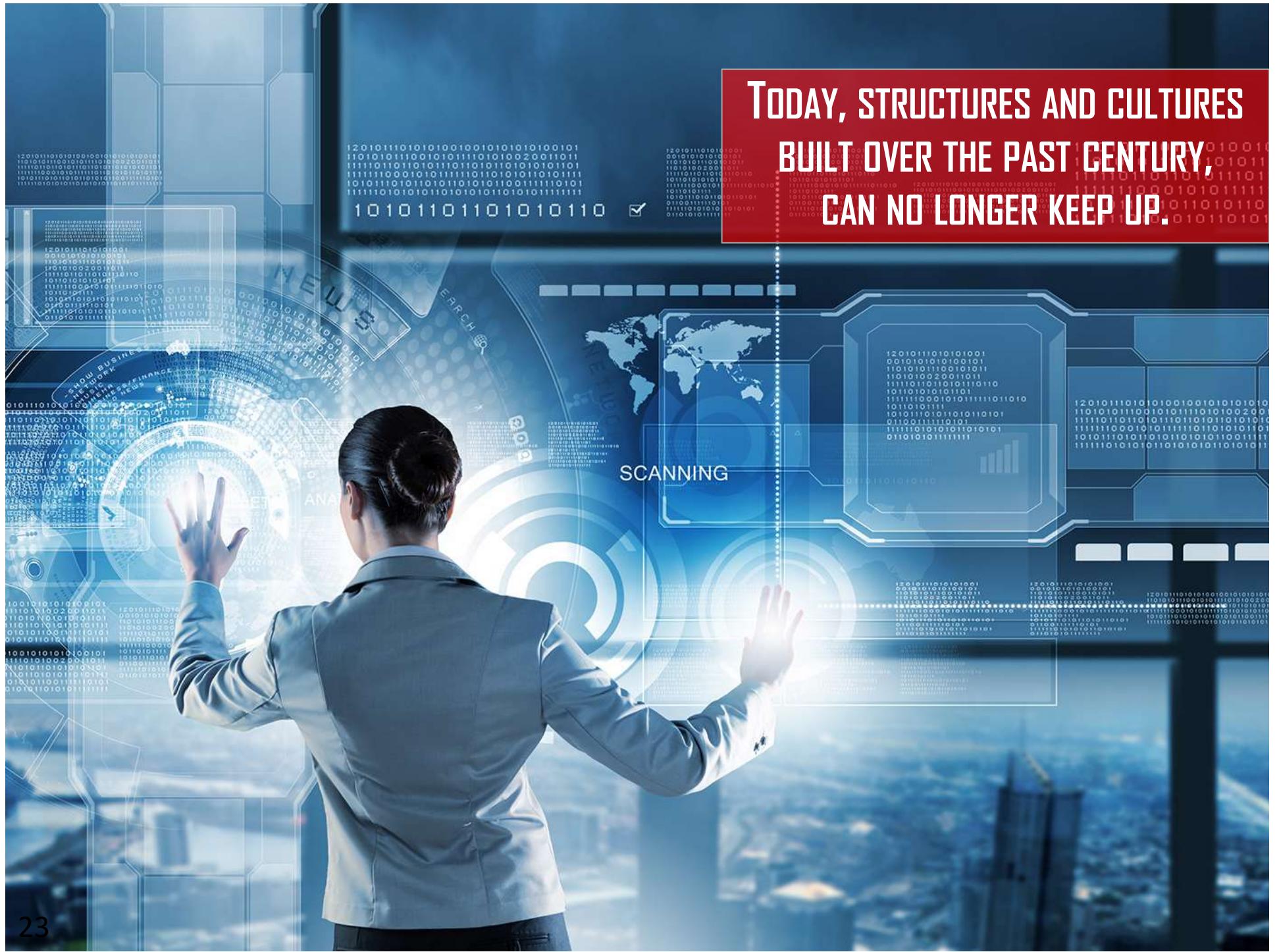


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**WAIT...MY COMPANY
Is NOT A START-UP!**

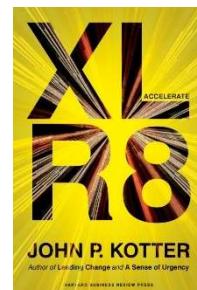
**TODAY, STRUCTURES AND CULTURES
BUILT OVER THE PAST CENTURY,
CAN NO LONGER KEEP UP.**





TURN ON A DIME, FOR A DIME
CHANGING, FASTER, AT LOW COST.

WELL,
VIRTUALIZE & DECOUPLE
IT!

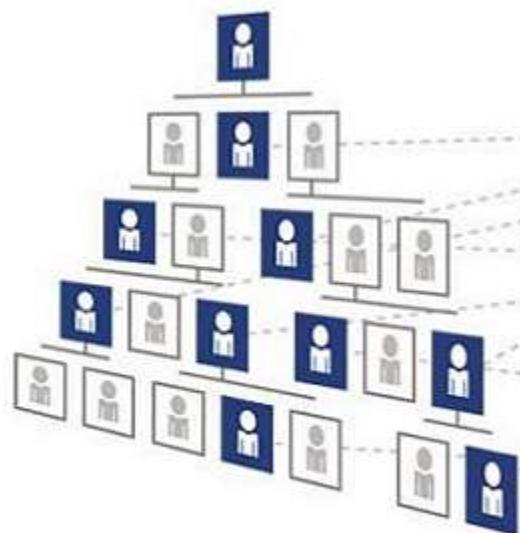


THE KOTTER MODEL
Accelerate's 8-Step Process

THE FUNCTIONAL HIERARCHY (OPERATING SYSTEM I)

A **well structured hierarchy**, with heavy managerial processes **can produce reliable and efficient results** on a weekly, quarterly or annual basis.

Such an operating system lets people do what they know how to do, exceptionally well.



**WHAT WE NEED IS A SECOND OPERATION SYSTEM,
WHICH IS ORGANIZED LIKE A NETWORK NEXT
TO THE EXISTING HIERARCHY.**



SECOND OPERATING SYSTEM

THIS NETWORK BASED OPERATING SYSTEM COMPLEMENTS RATHER THAN OVERBURDENS THE HIERARCHY, FREEING THE LATTER TO DO WHAT IT IS OPTIMIZED TO DO.



TWO SYSTEMS, ONE ORGANIZATION

THE NETWORK AND THE HIERARCHY MUST BE INSEPARABLE, WITH A CONSTANT FLOW OF INFORMATION AND ACTIVITY BETWEEN THEM, AN APPROACH THAT WORKS IN PART BECAUSE THE VOLUNTEERS IN THE NETWORK ALL WORK WITHIN THE HIERARCHY.

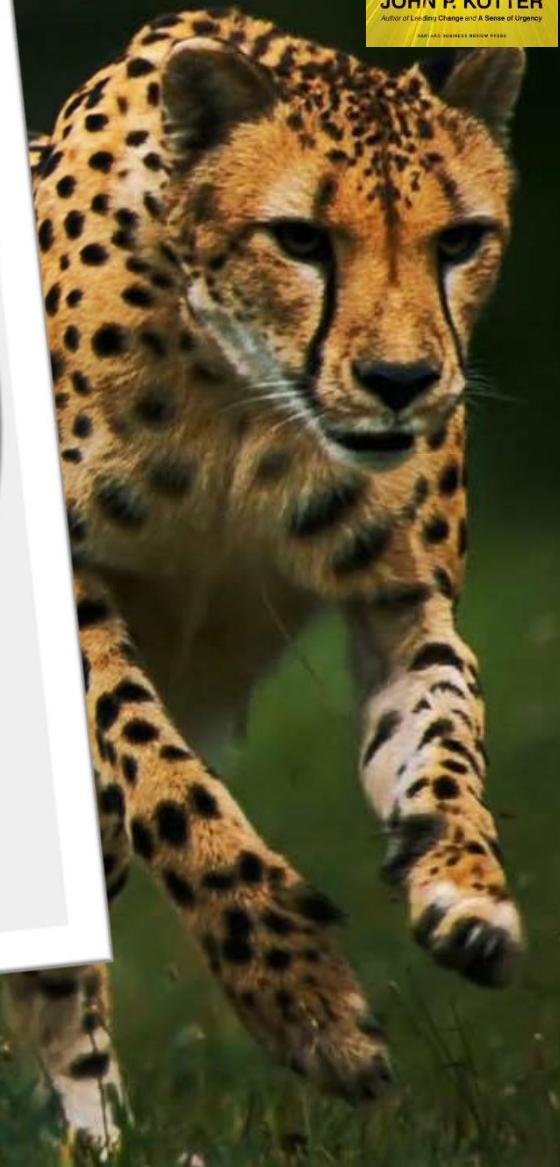
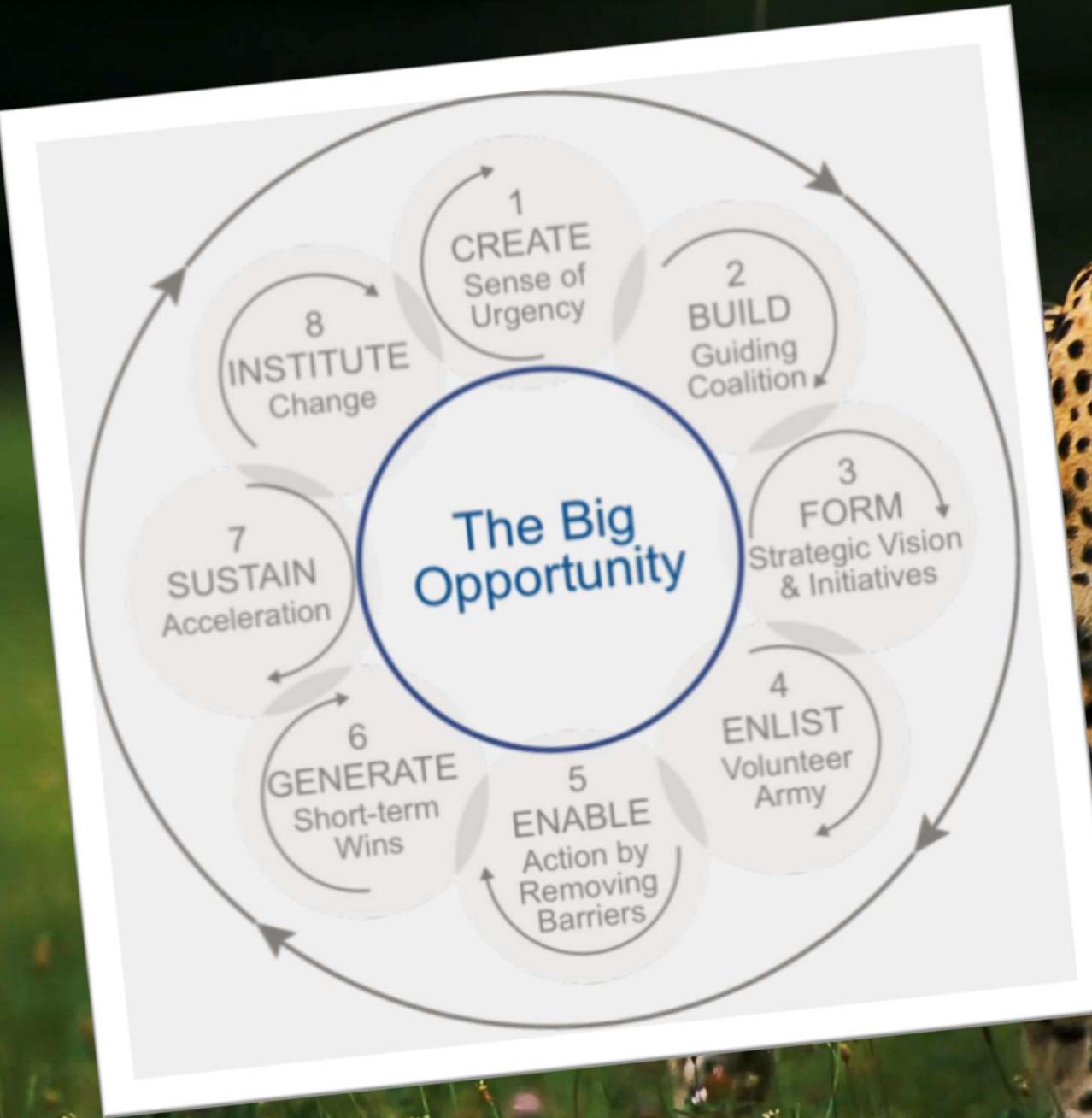
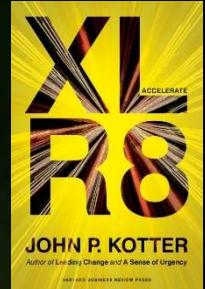
THAT SECOND OPERATING SYSTEM, IS DEVOTED TO
THE DESIGN AND IMPLEMENTATION OF CHANGE STRATEGY,
THAT USES AN AGILE, NETWORK-LIKE STRUCTURE
AND A VERY DIFFERENT APPROACHES.

IT ACTUALLY MAKES ENTERPRISES EASIER TO RUN
AND ACCELERATES STRATEGIC CHANGE.

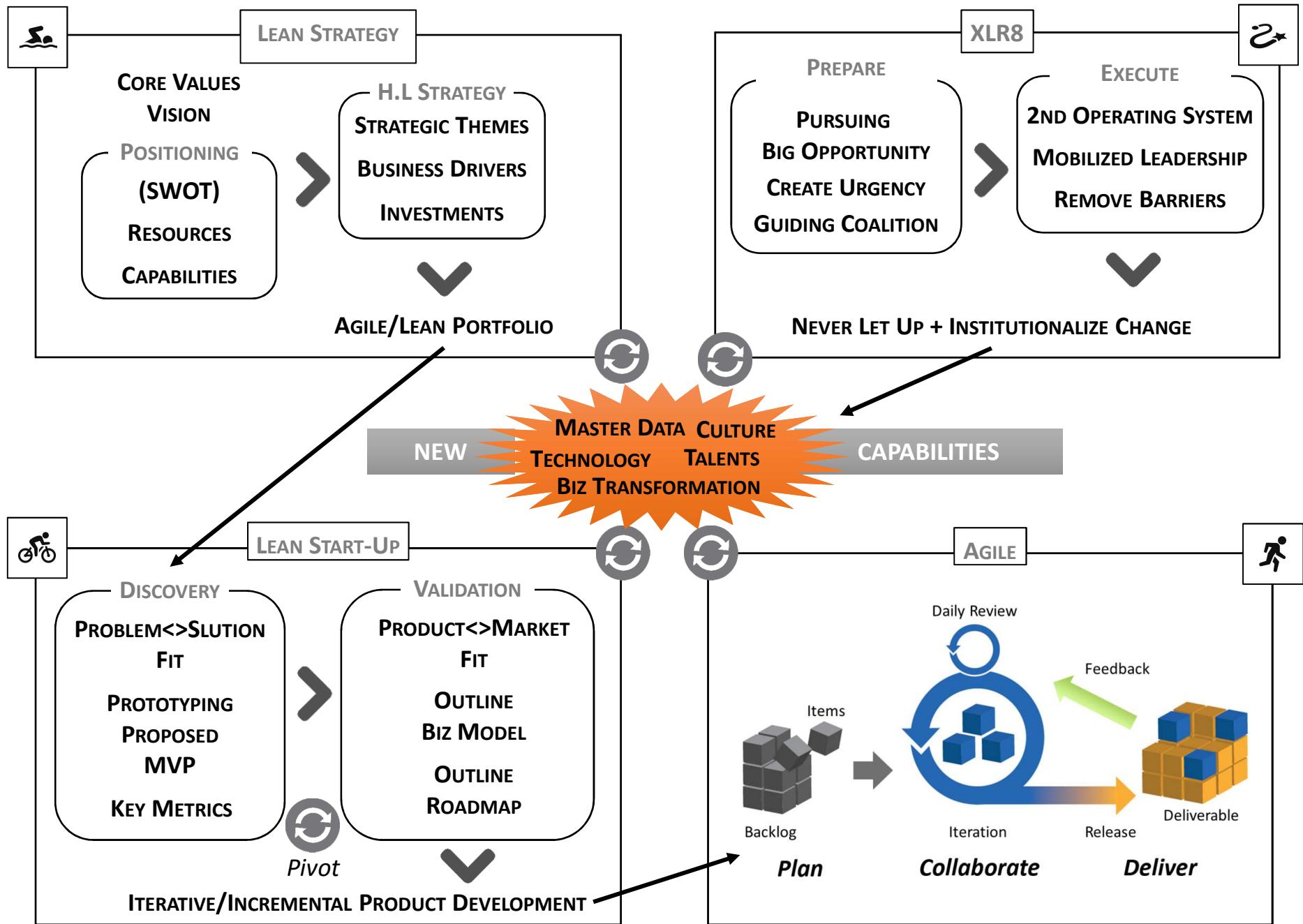
1º OPERATING SYSTEM
FUNCTIONAL HIERARCHY

2º OPERATING SYSTEM
STRATEGY NETWORK





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**EHI YOU!
DON'T YOU THINK THAT, AS A CHANGE AGENT,
YOU SHOULD FURTHER DEVELOP THESE ATTITUDES?**

**Multidisciplinary
Practice
Be Passionate
Be Persistent**

**Study
Learn
Be Bold
Be Agile**



**WELL, LET'S PRACTICE
BIZTRIATHLON TOGETHER!**

THANK YOU!





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