What if your company doesn't exist in 5 years from now…?

Purpose

- To get a shared understanding of that change is needed and to connect that to a strong feeling in order to make that change happen (ie. Creating sense of urgency)
- This exercise can for instance be used when kicking off the agile journey for an organization.

Time Required

- 30 min (depending on the number of participants)

Preparations

- Material: stickies and pens, flipchart to collect the stickies (or similar)

How

1. Simply ask/and write on a flip chart..

 "- If your *company*/organization doesn't exist in 5 years from now, <u>what could be a reason for that</u>"?

The participants get to discuss with their colleagues in smaller groups for about 5 minutes and write down on stickies. Then each group get to put their stickies on a poster and tell the others what they see could cause the organization to disappear in 5 years. These stickies are then grouped and sorted, and the participants get to vote on what they think is the biggest threat.
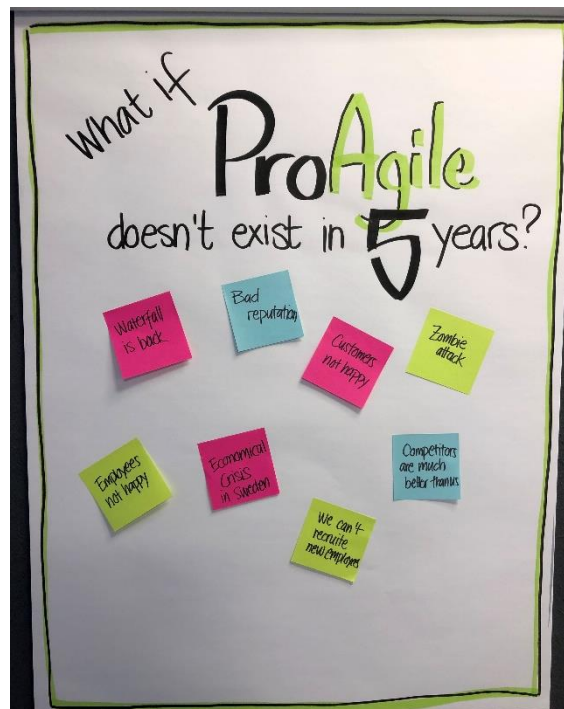
2. Ask "How do you feel when you look at this", to connect to the feelings and thereby create a sense of urgency to make a change with the participants.

Why we need to change/act!

3. Let the group divide themselves into pairs and let them practice on explaining to each other the reason to why there is a need for the organization to change or act.

Each person should tell their own personal story, based on the information gathered in the exercise. When telling something directly from the heart, you will also connect to the feelings of the person listening to you, hence make a greater impact. The story should not take more than 5 minutes to tell. Each person should practice 1-2 times.

4. Ask the participants to continue to practice on their story also after this session (in the shower, on the way to work etc), so that they easily can continue to tell it to their colleagues out in the organization. Organizational change requires constant communication, so be prepared to repeat their story over and over again.

Good luck!