Paradigms Worksheet

1. **Back to Zero**

Keeping in mind that Joel Barker states that to be an effective leader you have to be good at two types of change: Paradigm enhancements and paradigm shifts.When a paradigm shifts, everyone goes back to zero.

Thinking of a business or organization you have been associate with, **what event or occurrence could set this organization back to zero?** (For example: a new law is passed, a competitor invents a new product, a scientific report comes out, etc) **How could it set it to zero?**

* I had been working with an MNC for the past 5 years. Technically setting a huge MNC back to zero was not completely possible but I would like to quote a few examples where we experienced a paradigm shift. The organization that I worked for had various departments known as ‘orgs’. These orgs used to function horizontally which means that each org had only one variety of work. One org had only front end related work whereas the other org had only backend related work. One org worked on sql whereas the other had c# related work. One of the advantages of this system was that people became a master of the domain they worked in and were able to resolve the issues quickly. But the drawback of this system was that the employees were a master of one domain and lacked the knowledge of any other domains. A new site leader was appointed and this is when a paradigm shift was going to happen. The site leader announced an org change soon after he came in. By this org change he wanted to make the orgs vertical which meant that each org will have all the varieties of work and all the employees will be needed to work on the entire tech stack. This change was a huge shift and things were going to be difficult. Each employee was moved under a new manager and was moved to a new project. Though the transition was a planned one and it went pretty smooth but a few employees were reluctant to accept this change. Whereas it was an opportunity for a lot of employees who wanted to explore the entire tech stack. Every change is difficult and means that you have to start from zero, but it does not mean it is an end. It is just the start of something more challenging which is filled with a lot of learnings.

1. **What’s impossible?**

“What is impossible to do today, but if it could be done would fundamentally change this organization for the better?” Ask this question often and at every level of your organization – the answers automatically describe a paradigm shift. Listen to others’ answers – they will help you focus your attention on what could be your future.

Thinking of a business you have been associated with, **what is impossible to do in that organization today, but if it could be done would fundamentally change the organization for the better?**

* I have been associated with an MNC and bringing reforms there is a little difficult but my husband has a business and I feel there are a lot of glitches and a lot of reforms that can be incorporated which will change the organization for the better. One such reform is the incorporation of technology. My husband has a metal fabrication business. The current material tracking process is all manual which means that the material purchased, the product made, and the product sold are all managed manually. They have various log books where various details are maintained such as what quantity of product was bought at what price and what quantity from which supplier and similarly what product was sold to which customer at what rate and when. I feel in this digital age it would be really helpful to build a system where they can enter these details on some cloud technology from where data retrieval would be easier. For example: if currently, they want to validate at what rate was a material purchased the last time, they go through the logbooks in search of the record. But if this system is replaced by a technical solution then searching for a record will become much easier. Also, the solution can be a robust one that would cater to multiple needs. This might also help them in building marketing strategies and give them insights into what a certain type of customer would prefer. Currently, it is not possible to incorporate this change as the business is very tightly knit and has a lot of investments in the market but having these changes will definitely change the business for the better.