



## Don't restructure – build in steps

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Why an agile, distributed organisation makes sense and how to build it.

**Do Good. Better!**

# TEAM

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# TALKING POINTS TODAY

- ✓ Change is the NEW NORMAL
- ✓ How to change
- ✓ „Check & action“ over „See & mend“
- ✓ Remote is not distributed ( a warning )
- ✓ Action recommendations

*Presentation with 10 slides followed by Q&A and discussion.*

*Content is free to share.*

# 1 - ChAnGe Is tHe NeW nOrMaL

## SHOCKS

1. Pandemics
2. Conflicts
3. Governments restructure
4. Recession
5. Reputation change

## TRENDS

1. Income patterns
2. User (beneficiary) needs
3. Political priorities
4. Technological change

## MISSION REQUIREMENTS

1. Efficiency required
2. Funding needed
3. Expenses essential
4. Impact required
5. Capacity needed

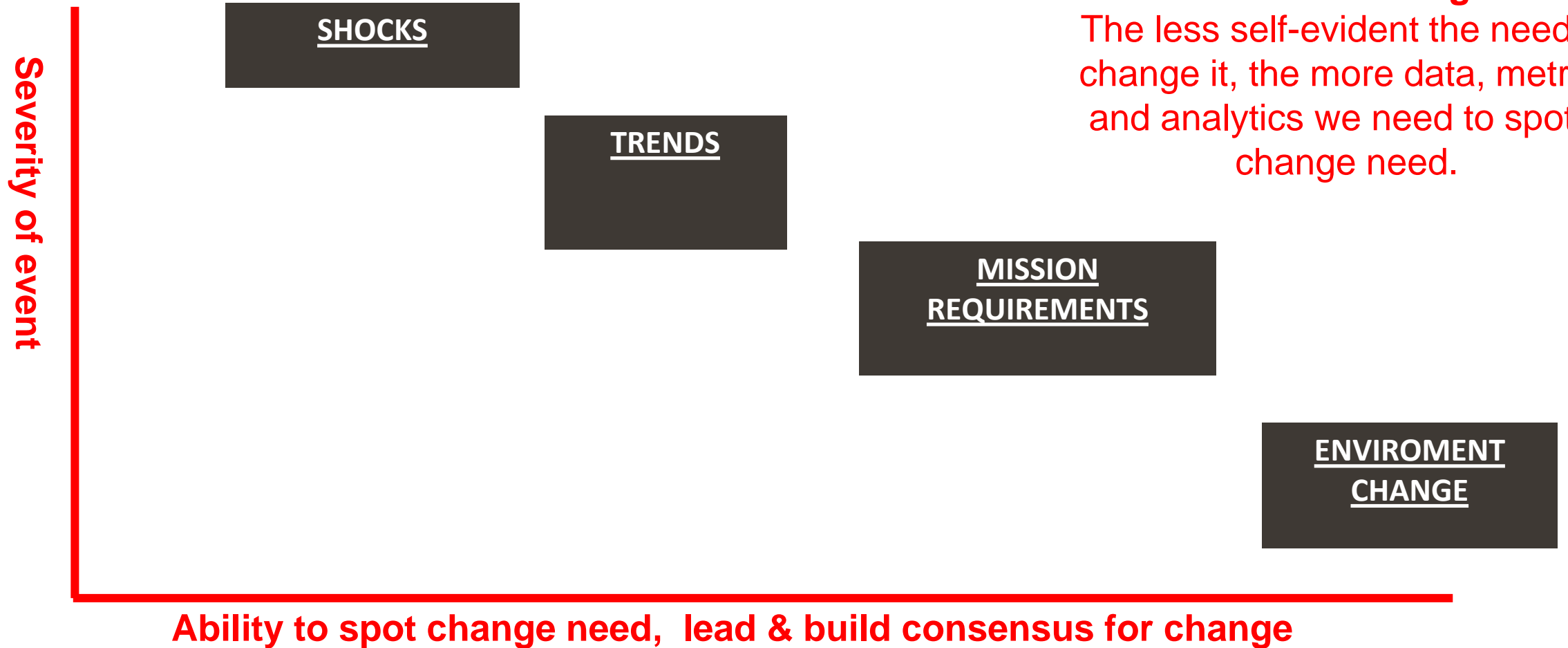
## ENVIROMENT CHANGE

1. New ways of working
2. Structural market changes
3. Employee habits change
4. Partner & supplier change

”We need to do better, and it’s start at knowing more about how we are doing”

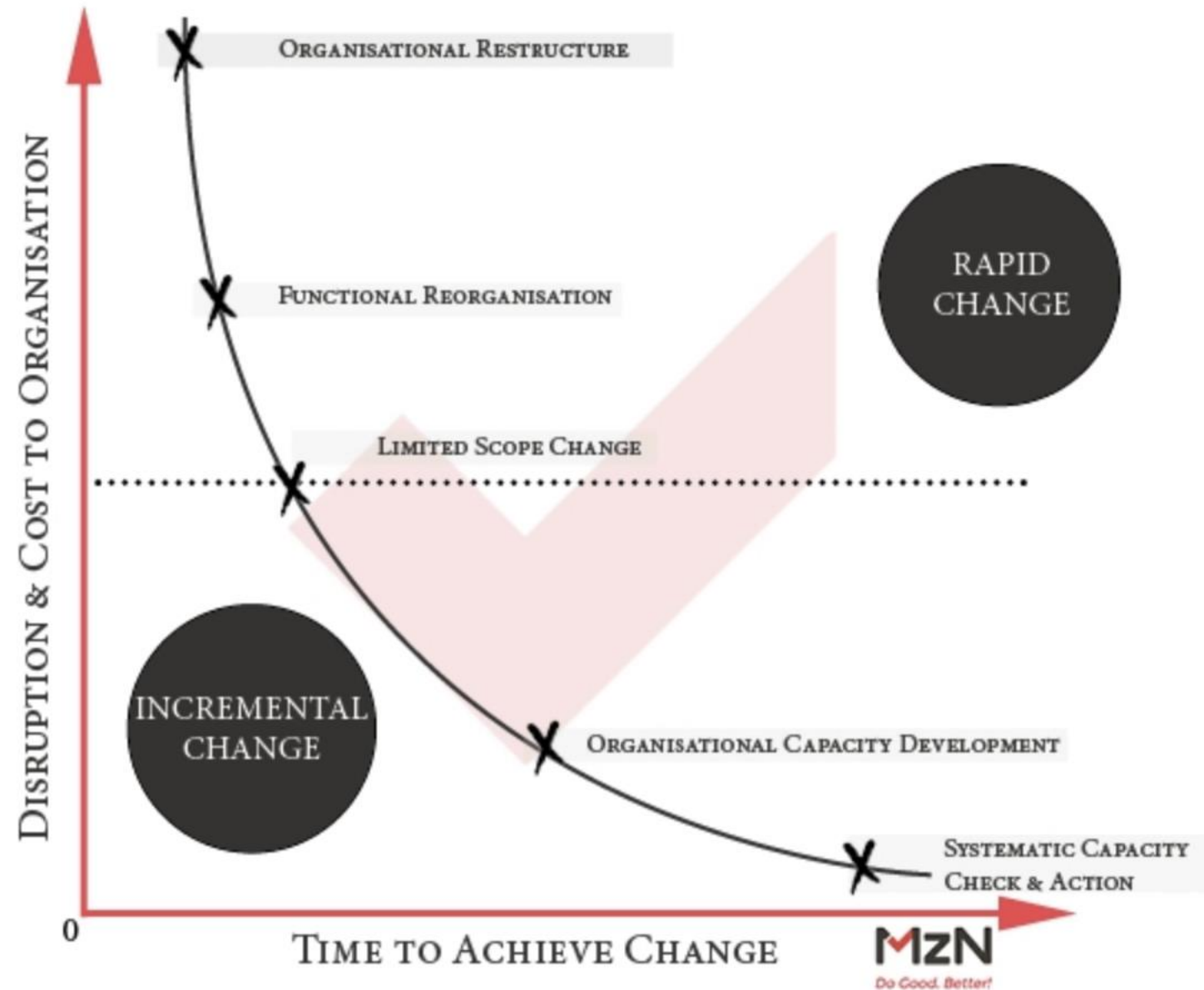
Board Member CEPI 2020

# 1 - ChAnGe Is tHe NeW nOrMaL



**Evidence-led management**  
The less self-evident the need to change it, the more data, metrics and analytics we need to spot a change need.

# 2- How to change



More on how to change a non-profit  
<https://mzninternational.com/change/>

### 3. - „Check & action“ vs. „see & mend“

„How will we be BETTER tomorrow?“

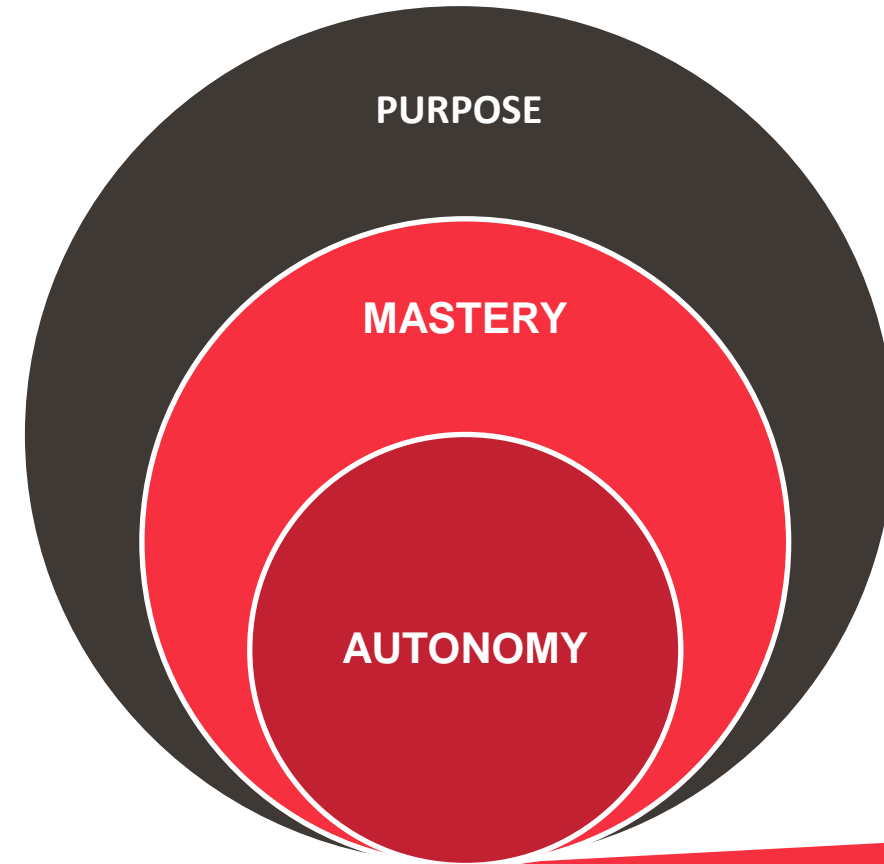
- ✓ Only those asking for and accept the answer will improve – every day.
- ✓ Key Success factors for change to succeed are therefore:
  - ✓ Data & Analysis
  - ✓ Metrics
  - ✓ Open communication
  - ✓ Accountable behaviour
  - ✓ Celebrating failure as an opportunity

„We need to do better, and it's start at knowing more about how we are doing“

# 4. Remote is not distributed

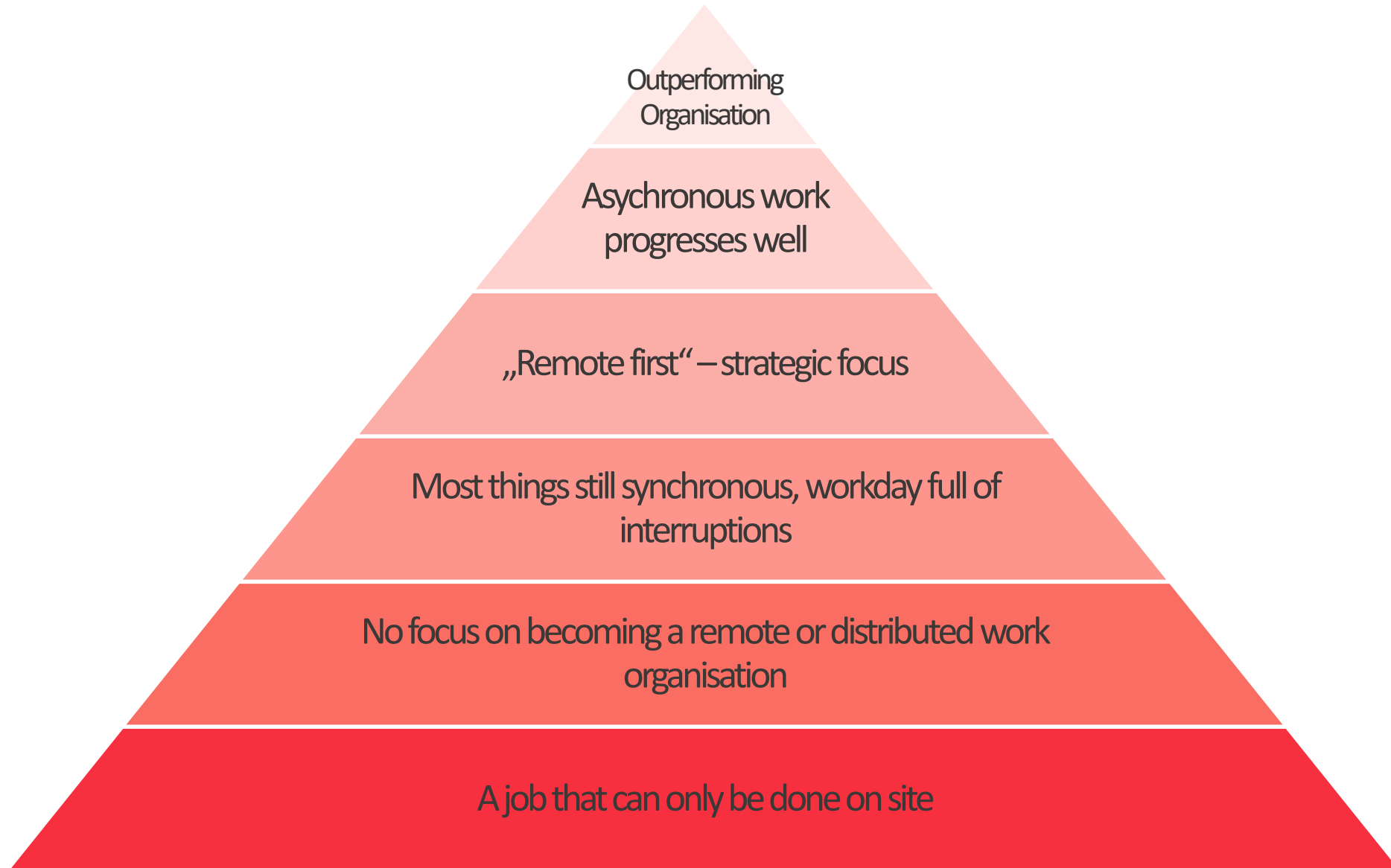
- ✓ STOP assuming that the old ways & days will come back
  - >> Click [here](#) to find out how to build uncertainty into your strategy
- ✓ STOP trying to rebuild traditional organisational structures remotely
- ✓ START accelerating your transition to agile
  - >> Click [here](#) to find our more
- ✓ START organising for a distributed workforce
  - ✓ Distributed & asynchronous vs. Remote
  - ✓ Actively build skills & systems to promote & support

Steps towards distributed work





# 3. Remote is not distributed



# 4. Action recommendations

## 1. Build Leadership Consensus

- Continuous change is far reaching, everyone needs to be on board.

## 2. Create a Vision and a Roadmap

- This helps to give your organisation and its people clarity of what it is trying to achieve. Define the end state.

## 3. Develop your Metrics for Change

- Metrics help you move forward but also realign when things go off track.

## 4. Manage Effective Communication

- Team engagement is key to the energy of ongoing change.

## 5. Don't be Afraid to Fail

- Failing, adapting and learning are the keys to building an adaptable agile organisation. The process is about continuous improvement.



Thank you

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**Get in touch:**

[chris@mzninternational.com](mailto:chris@mzninternational.com) or click [here](#) to schedule a direct one-to-one at a time that suits you.

**Do Good. Better!**