



Don't restructure – build in steps

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

Do Good. Better!

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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

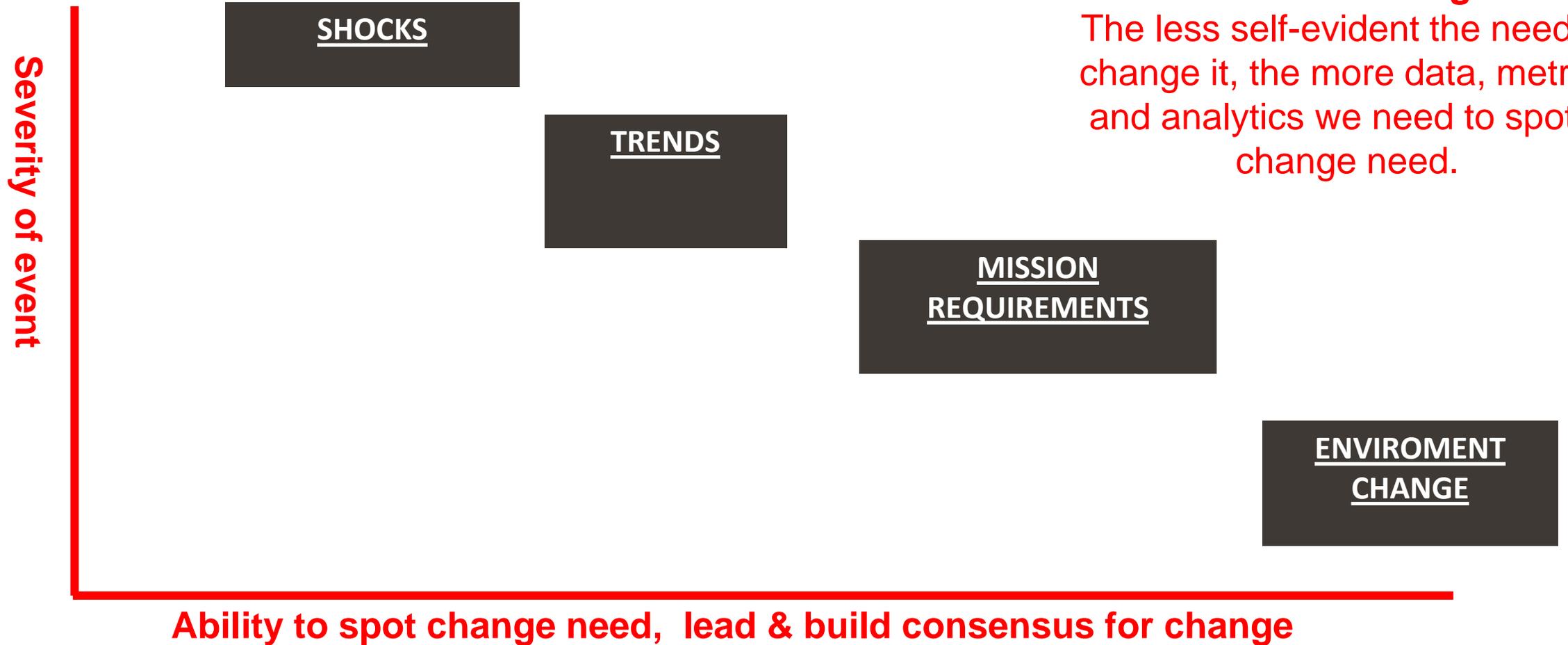
ENVIROMENT CHANGE

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

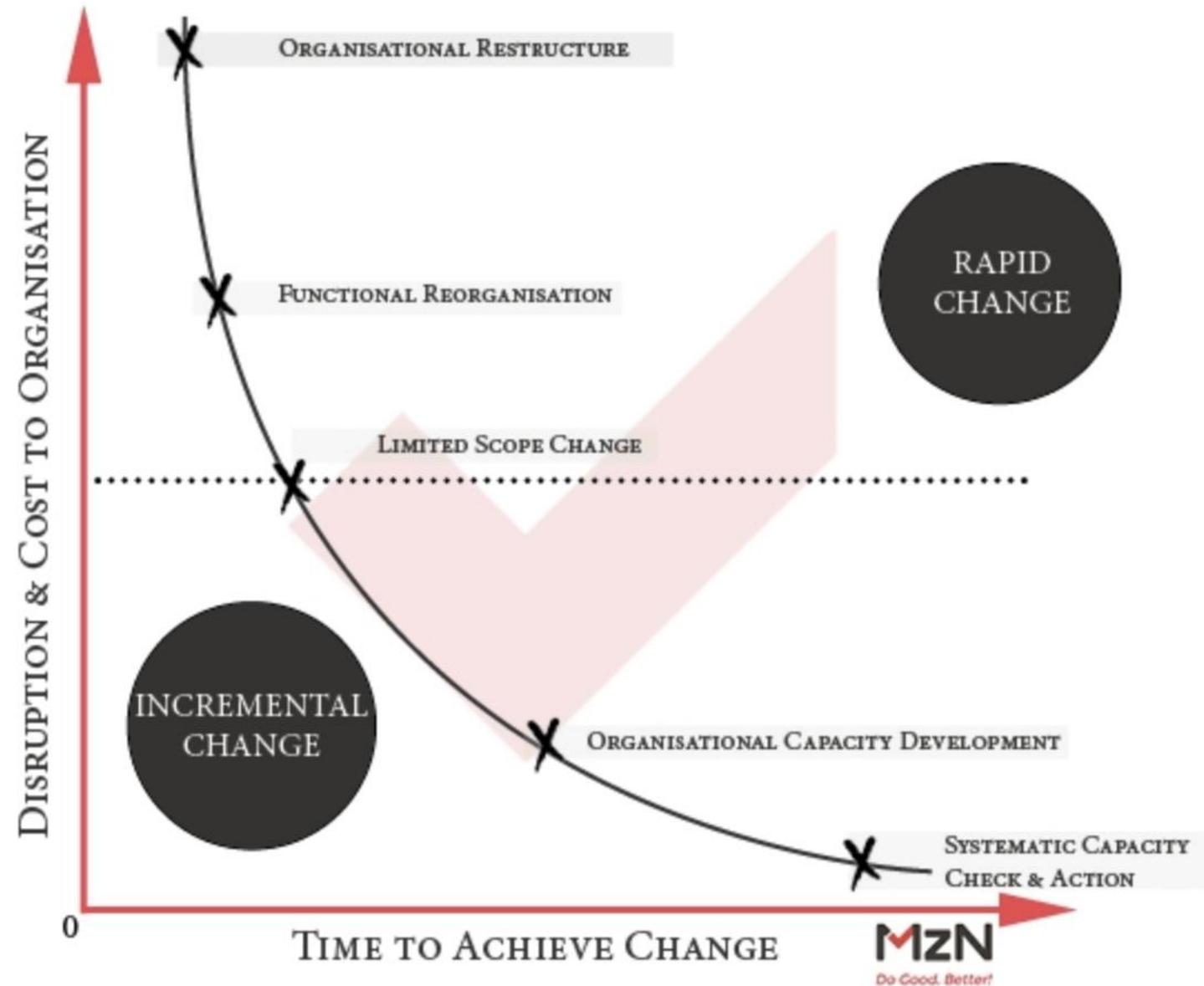
”We need to do better, and it’s start at knowing more about how we are doing”

Board Member CEPI 2020

1 - ChAnGe Is tHe NeW nOrMaL



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?“

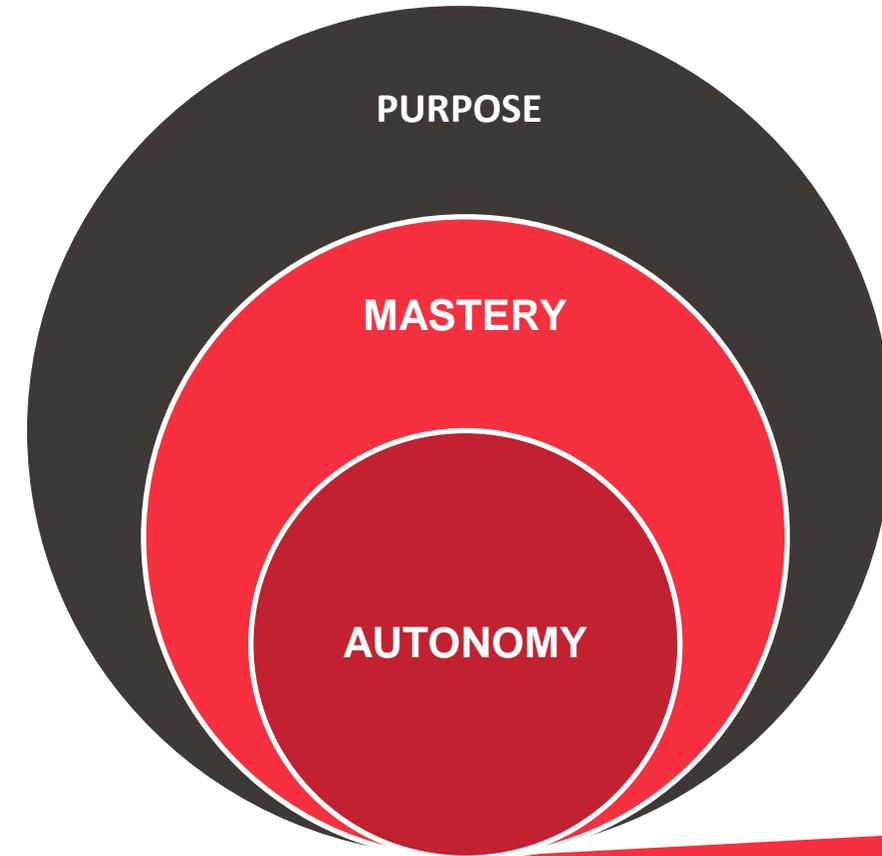
- ✓ Only those asking for and accept the answer will improve – every day.
- ✓ Key Success factors for change to succeed are therefore:
 - ✓ Data & Analysis
 - ✓ Metrics
 - ✓ Open communication
 - ✓ Accountable behaviour
 - ✓ Celebrating failure as an opportunity

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

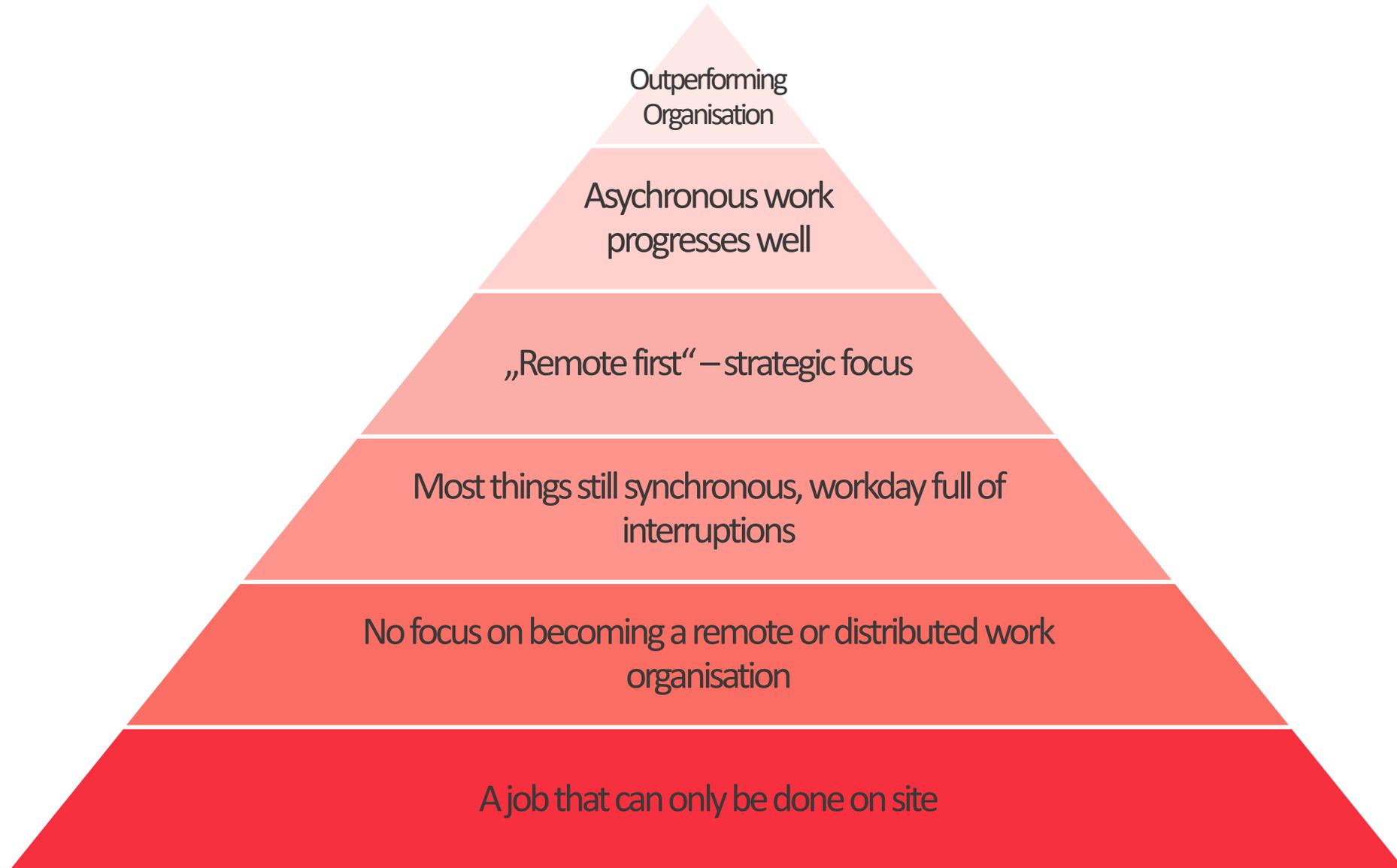
4. Remote is not distributed

- ✓ 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

Get in touch:

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

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