

FRIDAY

A OR B?

INTRODUCTION

Change can be difficult, complexed and sometimes messy, but the tools used doesn't have to be like that.

Here you have a simple – yet powerful tool for company change, team change or individual change.

All you need is an understanding of the current situation you are in and a potential situation in the future that needs to be investigate further.

STEP 1

- Define what potential future situation you want to use as part of the tool.
- It can be an organisational change, a change within a team of people or a potential personal change.

STEP 2

- Note down in all four columns of the tool, both related to what you know and what hypothesis you have that might be less obvious at the present time.
- It is important to take your time to get as much as possible in each column, before prioritizing the notes that matters the most from the columns.

STEP 3

- Take an extra careful look at column 2 and 3, because here you might see the potential price to pay to make the change at hand.
- Consider what can be kept from column 2 if you make the change and can be handled differently in column 3 if you decide to make the change.
- For leaders leading a change it is also important not to have too much of you attention at column 1 and 4, because many of the people in your team or organisation will also be concerned about column 2 and 3.

MAP OUT THE CURRENT AND POTENTIAL FUTURE SITUATION

CURRENT SITUATION

<p>÷</p> <p><What is working less well in the current situation?></p> <p>Column 1</p>	<p>+</p> <p><What is working well in the current situation?></p> <p>Column 2</p>
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POTENTIAL FUTURE SITUATION

<p>÷</p> <p><What downsides do you know or imagine by moving in this direction?></p> <p>Column 3</p>	<p>+</p> <p><What upsides do you know or imagine by moving in this direction?></p> <p>Column 4</p>
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MAKING BUSINESS USEFUL

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business useful.

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