



RE:start®

Organisation re-dynamising program

Aim of the program

*The danger is not that we will not make it through this crisis. **The danger is that we will think too small and not seize the immense opportunity.** If we look at transformational presidents we can see that they were able to take a crisis situation and use it to move public opinion to a place that had been deemed politically impossible.*

Seth Kahan, Visionary Leadership

Most of the organisations react to the crisis by cost-cutting and organisational rationalization. Smaller, more efficient organisations, however, do not function on the highest engine rev at all cases.

The aim of our program is to dynamise the organisation: to work out and communicate a strategic action plan that will place the company into a growing field again.

In today's situation...

- Due to the lay-offs that have already began (or maybe presumed), the **staff is injured at the level of their basic safety needs** (see Maslow and Herzberg)
- **The unachievable** (see SMART) **goals are not motivational anymore**
- **Looking for scapegoats and pointing fingers is evolving within the organisations** (at the managers, regional HQ or other directions)
- The **managers** are in a situation to which they have no routine solution thus they **become insecure**, they are not able to set a positive example for the colleagues
- **The members of the organisations have little information** about the situation and the future (What was enough yesterday will not be enough today)
- There is **no first step that would start the change**

Equation of the change

$$\text{Change} = \text{D} \times \text{PP} \times \text{FS}$$

The conditions of changes:

- ✓ Dissatisfaction with the current situation
- ✓ Imagined Positive Picture of the future
- ✓ the First Step



The program of rhythm change

Steps [S-B-P-C+E]

- **Strategy – Business** : Definition of the strategic goals that are of key importance and function as a breakthrough point, appointment of organisational key competencies
- **People**: Actions for increasing motivation. Definition of the principles of the Key-employee program
- **Communication**: Internal (and external) organisational communication plan
- **REstart event**: Motivation event for the staff



Goal and timing of the **RE:start**

The goal:

The fast and long-run handling of the current situation, effectively ending the organisational symptoms

Duration of the program: maximum 4 weeks

The program as a whole [depending on where/in which field does the manager see the problem] would take up to 4 weeks.

After the 4th week, a detailed, strategic action plan is ready, on a weekly break-down for the following weeks

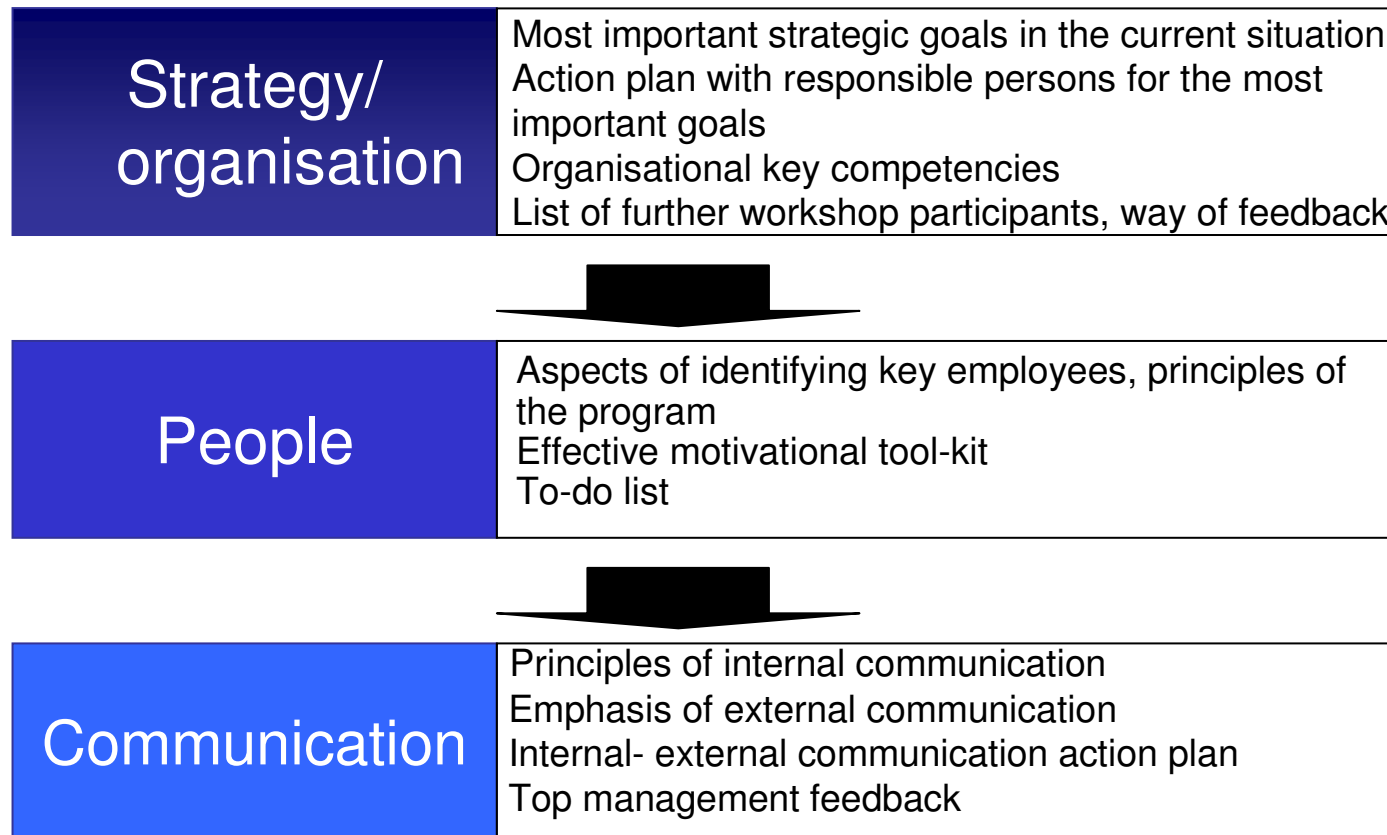
Areas of the program



Steps – activities



Deliverables – outputs



RE:start event

Goals:

- ✓ Strengthening internal motivation and trust
- ✓ Informing, clarifying expectations
- ✓ Making the „First Step”
- ✓ *Message:* the start gun has went off



Remuneration

Module	Time period	Fees
Project preparation CEO interview (2hrs) Top management interviews for 6 people (1hr/person) Workshop preparation (total time period: 1 week)	2 consulting hours 6 consulting hours 4 consulting hours	
Strategy workshop	1 day	
Workshop documentation	4 consulting hours	
Workshop preparation HR management interview (2hrs) Workshop preparation	2 consulting hours 2 consulting hours	
Key employee and motivational workshop	0.5 day	
Workshop documentation	4 consulting hours	
Workshop preparation	2 consulting hours	
Communication workshop	0.5 day	
Closing documentation (action-plan)	6 consulting hours	
RE:start event		Special remuneration
Management final presentation	2 consulting hours	
Total remuneration	34 hrs + 2 days	



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More info:

www.develor.hu