

## INCOSE BLG InDev Mon 30 Feb 2017 - Topic A Group 1

### Sheet 1

Focus on **why**

- Big picture
- Change perspective (users vs management)

Champion/senior management

Change management

Leadership:

- Make people feel they own the change

Pilot study:

- Manageable and achievable
- Quick wins and learning from experience vs put on a big project

Starting with the end in mind

- How will it be used
- Know the end state -> qualify re-use

Do things better/do better thing => balance of knowing future

When will you know you have met your goal -> what do you do after

Balance spread of stakeholders -> training vs use

Fragment implementation?

High value areas

Metrics -> key ones and re-use/value-> balance

Marketing/take a different perspective -> can you re-use in other ways

### Sheet 2

Question the business case vs “retain confidence”

#### Culture

- You'll quickly see cracks
- If introducing change also improve cohesion
- **Most** crucial to improve
  - Can you create a change comfortable culture through another way? E.g. small dissimilar project/approach
  - About doing change
- Investment to **maintain** culture
  - Sustainment