Hi there,

I’ve included in this document the front-end slides of the deck I used at the Intrapreneurship Conference Montreal 2016. If you are a conference participant and would like to receive the complete slide deck, just drop me a line and I’ll be happy to send it to you: emellina@orchango.com

I’ve also included a few slides featuring some of my recent blog posts on the topic of change & innovation. Just click on the picture to read the actual post online.

Finally, if you’d like to get in touch or stay in touch, go to the last page.

Good luck,
Edmond.
Front-end slides of the deck I used in Montreal...
Where I’m from...
POLITICS
(Internal, External)
ACCEPTANCE
Useful, but...

- Kotter's 8-Step Model
- ORCHANGO's Abyss-2-Lighthouse Journey
- Prosci's ADKAR Model
- Anderson's 9-Phase, 1000-page Roadmap
- Any other extensive, step-by-step CM framework...
Useful, but... not essential

And **NOT** designed for the kind of fast pace, disruptive, overlapping change that is the norm today

- Kotter's 8-Step Model
- ORCHANGO's Abyss-2-Lighthouse Journey
- Prosci's ADKAR Model
- Anderson's 9-Phase, 1000-page Roadmap
- Any other extensive, step-by-step CM framework...
The essentials
For today’s fast pace, disruptive, overlapping change

- **Two metaphors**
  - Helped me understand, get into and play the game

- **Two tools**
  - Practical, battle-tested
  - “Saved my butt”

- **Opportunities to apply**
  - Unpack, analyze and repack LEAN Start-up
  - Make your current innovation project “stickier”
Some of my recent blog posts on change & innovation...
DESIGN THINKING 2.0 – WHEN INNOVATORS BECOME CHANGE LEADERS

Although design thinking traces its roots to the late sixties, the discipline entered the business world a mere decade ago. According to Tim Brown and Roger Martin, two respected thought leaders in the field, the time has come for design thinking to go to the next level.

My take on it: it is all about the need for innovators to think like change leaders – whether they are working on super complex or relatively simple innovations.

Article first written for the blog of HR People & Strategy (USA). Also appeared on the blog of the Strategic Capability Network (Canada).
WHERE SHOULD WE LOCATE OUR INNOVATION TEAM?

A discussion with an intrapreneur got the author to think about the pros and cons of embedding an innovation team in a tech hub or similar innovation district.

Article first written for the People + Strategy blog of HRPS (USA). Also appeared on the blog of the Strategic Capability Network (Canada).
A CUSTOMER-FOCUSED CULTURE FOR MARKET LEADERSHIP AND INNOVATION

Stories about companies losing their market dominance often concentrate on the technology-disruption angle (e.g., how Apple’s iPhone destroyed Nokia’s mobile business). The same is true when new players shake entire sectors (e.g., how Uber’s app is causing havoc to the taxi industry).

However, the story of Airbus Helicopters in North America reminds us that market leadership – and innovation – is first and foremost about customer focus.

Article first written for the People + Strategy blog of HRPS (USA). The Strategic Capability Network (Canada) also published the article on its blog.

AIRBUS HELICOPTERS GOES UP, DOWN AND UP AGAIN

Romain Trapp, President Canada & Chief Operating Officer North America of Airbus Helicopters, recently spoke at an event of the Elite French Graduate Schools Alumni Association (“AAGEF” in French). His presentation was aptly titled “From Outsider to Leader: How Airbus Helicopters Has Conquered the North American Market.”

In 1980 the French helicopter manufacturer had a mere 10% of the North American civil and para public market. By 2005, it was the industry leader.
GIVE A CHANGE STETHOSCOPE TO YOUR MANAGERS

The critical role that direct managers play during change – both upstream and downstream – cannot be overemphasized. They represent the real cornerstone of organizational change. However, managers have no time, nor need, for the kind of tools favored by internal change consultants and project teams. What do they really need then? Three things: a very concise overview of your model; a stethoscope-like tool; and better influence and “fight-politics” skills.
ARTIFICIAL INTELLIGENCE WILL MAKE INTERNAL POLITICS EVEN NASTIER!

The author reflects on a new research report about the impact of artificial intelligence (AI). His prediction: AI will make internal politics nastier within management ranks.

Article first written for the People + Strategy blog of HRPS (USA).

RESEARCH BY THE BROOKFIELD INSTITUTE
Most powerful words in change management

MOST POWERFUL WORDS IN CHANGE MANAGEMENT

A little story to illustrate the power of a 4-word sentence that should be in the toolbox of every change leader...
Get in touch, stay in touch...