

Template for Recovery and Renewal – A Way Forward

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Be Smart and Perseverant - Push through Challenging Times

“Never, never, never give up.” –Winston Churchill

Life can bring surprises -- global financial shocks, disruptive innovations, loss of human capital due to global aging and mass retirement, generation x and y taking charge and values changing, regulatory and compliance risks, new technologies, energy shocks, increased knowledge based industries demanding specialized knowledge, consumer demand shifts, and challenges moving into emerging markets to name a few.

So what is a business to do?

Don't just sit there, take action in a positive way. A process has been created to help you and your business move forward.

During periods of transformative change strategic planning, problem solving, innovation and critical decision making must be more intentional. Organizations and individuals need to adapt quickly.

The Template for Recovery and Renewal was developed to help individuals and organizations systematically explore the issues and opportunities that will help them innovate and compete smartly. It also gives some practical suggestions to encourage individual and organizational health in times of great change.

The Template has seven steps to consider. Before you begin, it is important to consider the weight each step has for impacting the changes you are facing. Sometimes step one is very important while other times step four is key.

It goes like this:

1. Reality Finding – Discover the facts
2. Rethink Assumptions – Examine mental models
3. Reflect – Look inward
4. Resilience – Vow to emerge stronger
5. Reform - Determine if it is about renovation or reinvention
6. Relationship Building – Create a network of success
7. Resonance – Confirm that it all makes sense

Some sample steps to consider with each step include:

1. Reality Finding
 - a. Do you audit the facts?
 - b. Do you understand the context of the situation and environment?
 - c. Are you and your employees telling the truth about what is actually going on and taking action when necessary?
2. Rethink Assumptions
 - a. What are your current assumptions?
 - b. What is your world view?
 - c. How do you filter input?
 - d. Are you open to a change in thinking and/or action?
 - e. Are you reinforcing your current views?
 - f. What would happen if your assumptions were challenged?
3. Reflect (personal/ organizational)
 - a. Do I/we have the right information?
 - b. Is what I'm/we are saying the truth?
 - c. Can I/we think or do things differently?
 - d. Should I/we revise the vision based on the new realities?
 - e. Where is my/our feedback and support?
4. Resilience
 - a. Am I / are we flexible?
 - b. Are we developing resilience?
 - i. *Attachment*
 - ii. *Achievement*
 - iii. *Autonomy*
 - iv. *Altruism*
 - v. *Social/emotional IQ*
 - vi. *Sense of Purpose*
 - vii. *Problem Solving*
 - viii. *Spirituality*
 - ix. *Adaptation*
5. Reform
 - a. Do I/ we need to reinvent (“Create anew and make over; bring back into existence; to make over completely.”)
 - b. Do I/we need to renovate (“To restore to an earlier condition, as by repairing or remodeling. To impart new vigor; to revive.”)
6. Relationship Building
 - a. Who can help you move things forward?
 - b. Who can keep you on track?
 - c. What networks need to be established?
7. Resonance
 - a. Does the new view/model hold up?
 - b. What works well?
 - c. What needs adjustment due to new forecasts and trends?
 - d. What do the new trends tell us?

The full process also supports metrics to track your process.

We are in the midst of changing times so not misstep. We need to periodically assess where we are in the seasons of uncertainty and rapid change. Moves forward need to be grounded in intelligent, practical action that is ready to adjust to changing times. It also is important to be grounded in a healthy quantity of positive attitude.

Use a template for recovery to lead individuals and organizations to health, wealth and success in changing times.

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