

EXCELLENCE THROUGH UNDERSTANDING



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tors to cause power leakage. It will be quite easy, too, for them to tie a piece of very heavy string several times back and forth between two parallel transmission lines, winding it several turns around the wire each time. Beforehand, the string should be heavily saturated with salt and then dried. When it rains, the string becomes a conductor, and a short-circuit will result.

(11) *General Interference with Organizations and Production*

(a) Organizations and Conferences

(1) Insist on doing everything through "channels." Never permit short-cuts to be taken in order to expedite decisions.

(2) Make "speeches." Talk as frequently as possible and at great length. Illustrate your "points" by long anecdotes and accounts of personal experiences. Never hesitate to make a few appropriate "patriotic" comments.

(3) When possible, refer all matters to committees, for "further study and consideration." Attempt to make the committees as large as possible — never less than five.

(4) Bring up irrelevant issues as frequently as possible.

(5) Haggle over precise wordings of communications, minutes, resolutions.

(6) Refer back to matters decided upon at the last meeting and attempt to re-open the question of the advisability of that decision.

(7) Advocate caution. Be reasonable and urge your fellow-conferes to be "reasonable" and avoid haste which might result in embarrassments or difficulties later on.

(8) Be worried about the propriety of any decision — raise the question of whether such action as is contemplated lies within the jurisdiction of the group or whether it might conflict with the policy of some higher echelon.

(b) Managers and Supervisors

(1) Demand written orders.

(2) "Misunderstand" orders. Ask endless questions or engage in long correspondence about such orders. Quibble over them when you can.

(3) Do everything possible to delay the delivery of orders. Even though parts of an order may be ready beforehand, don't deliver it until it is completely ready.

(4) Don't order new working materials until your current stocks have been virtually exhausted, so that the slightest delay in filling your order will mean a shutdown.

(5) Order high-quality materials which are hard to get. If you don't get them argue about it. Warn that inferior materials will mean inferior work.

(6) In making work assignments, always sign out the unimportant jobs first. See that the important jobs are assigned to inefficient workers of poor machines.

(7) Insist on perfect work in relatively unimportant products; send back for refinishing those which have the least flaw. Approve other defective parts whose flaws are not visible to the naked eye.

(8) Make mistakes in routing so that parts and materials will be sent to the wrong place in the plant.

(9) When training new workers, give incomplete or misleading instructions.

(10) To lower morale and with it, production, be pleasant to inefficient workers; give them undeserved promotions. Discriminate against efficient workers; complain unjustly about their work.

(11) Hold conferences when there is more critical work to be done.

Why do projects fail?

The Standish Group - Chaos Report

Incomplete set of requirements

Lack of feedback

Unrealistic expectations

Lack of resources

Lack of planning

Changing requirements

Lack of executive support

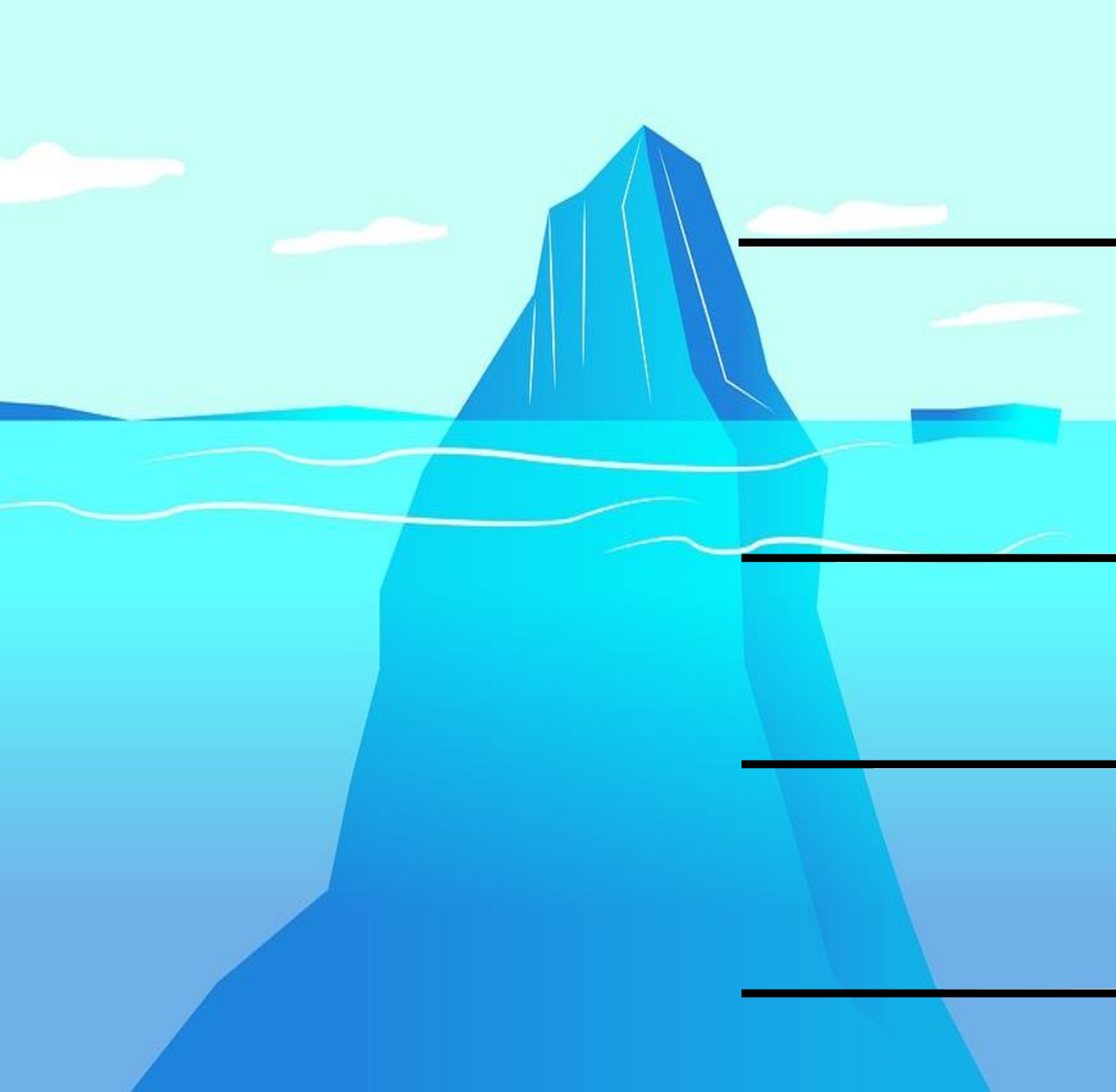
Agile Project Management Principles



1. Focus on the business needs (strategic outcomes)
2. Deliver on time
3. Collaborate
4. Never compromise on quality
5. Build incrementally from firm foundations
6. Develop iteratively
7. Communicate continuously and clearly
8. Demonstrate control

What does this look like?

- Sound project management processes
- Project tied to the organisation's business goals
- Senior management commitment
- Good change management
- Detailed requirements
- Realistic schedule
- Good stakeholder relationships
- Empowered project managers
- Skilled and appropriate team members with defined roles and responsibilities
- Availability of funding



Effective Behaviours

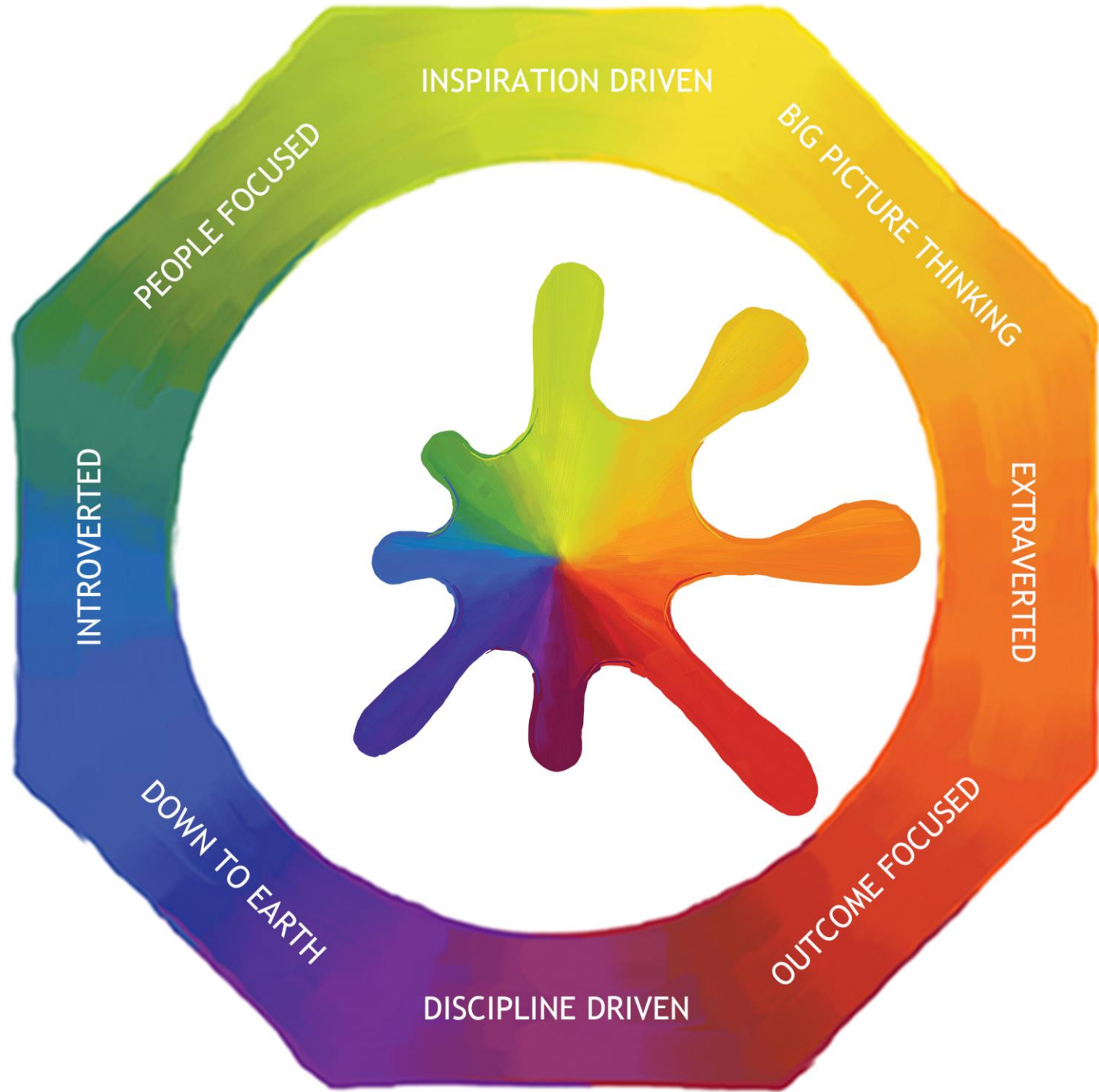
Speed Reading

Understanding Others

Self-Awareness

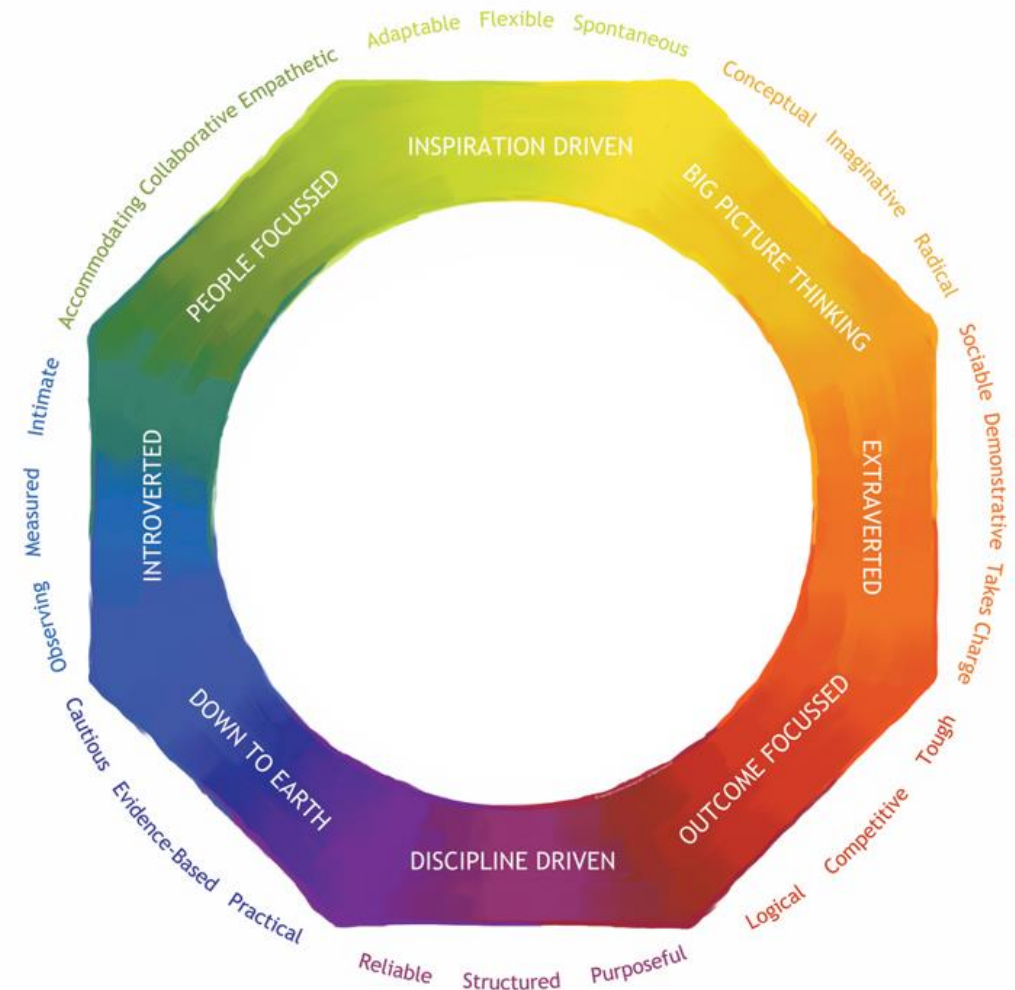
How do we effect cultural change?



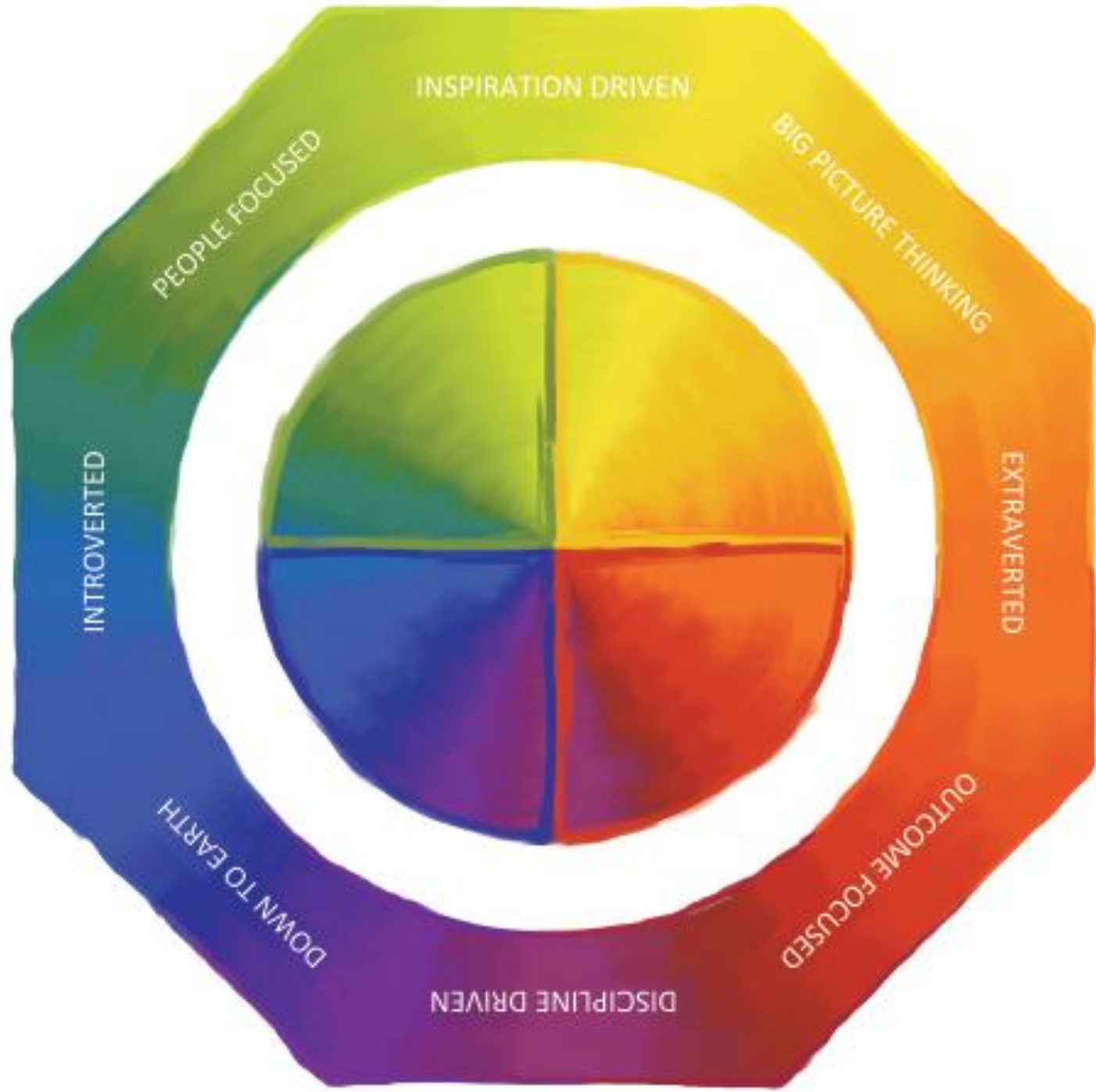


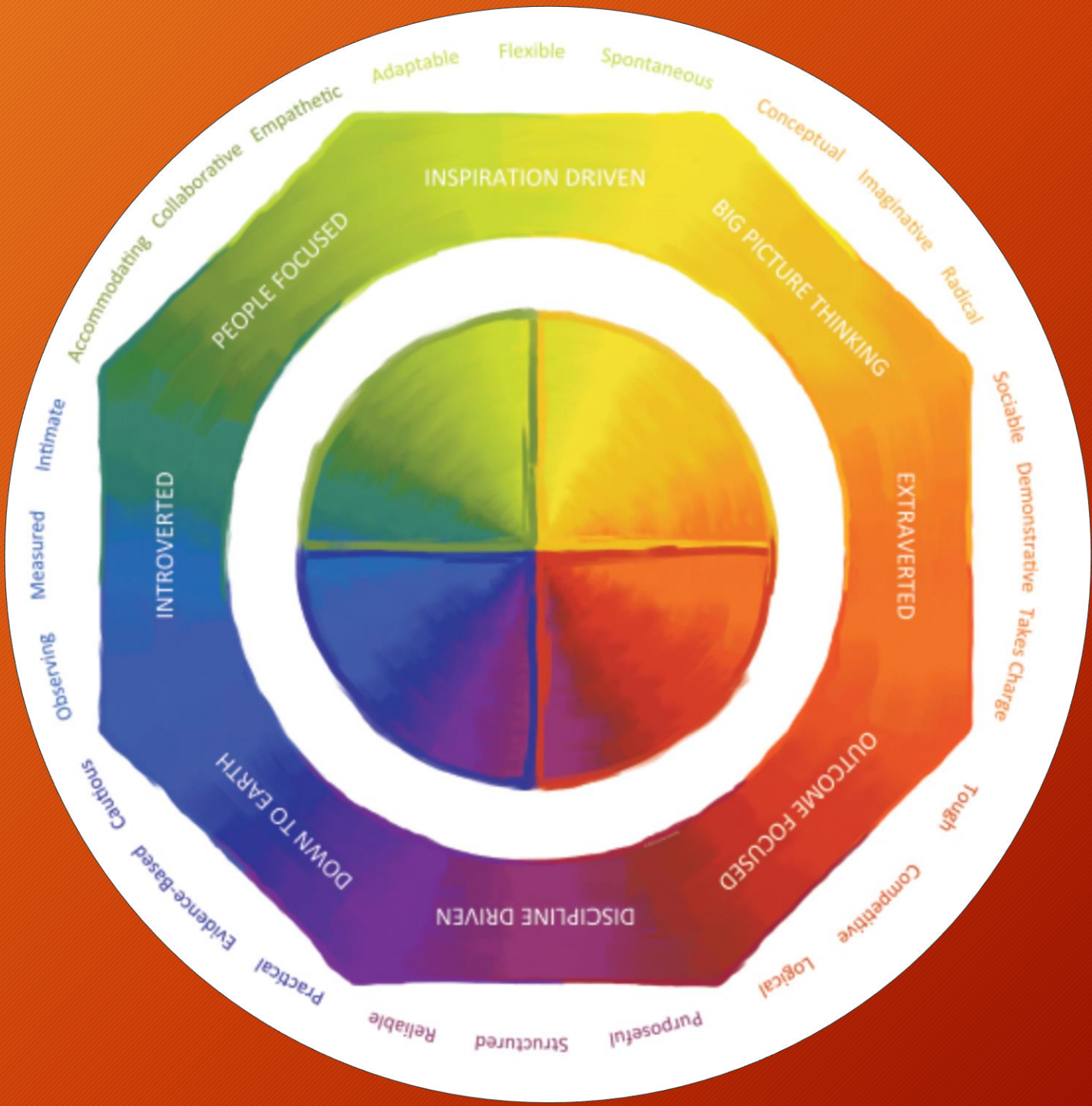
A Tailored Approach

- Trait-based, not ‘Typing’
- Embracing paradoxes
- Valuing diversity
- Three personas for contextual understanding

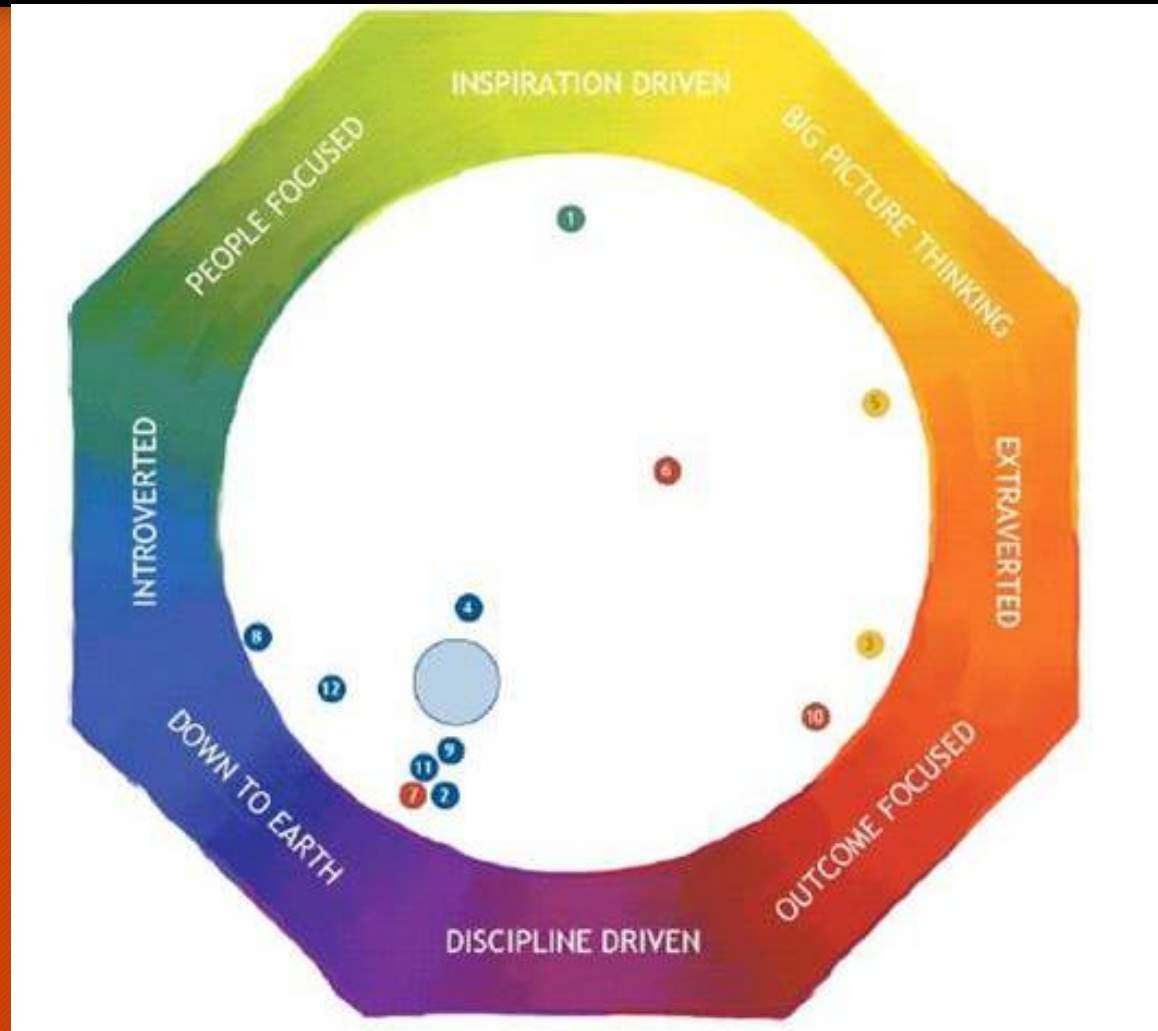






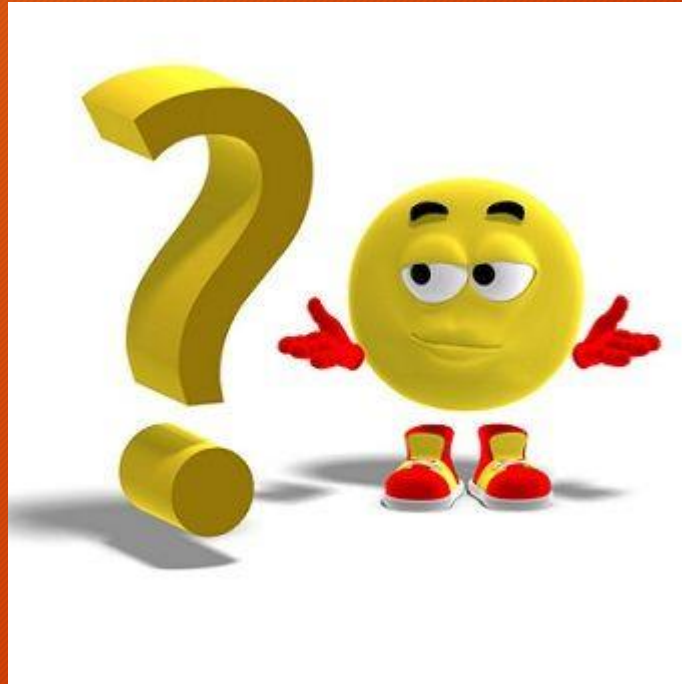


A Team-wide Perspective



Any Questions?

EXCINCOL
FOCUS ON ABILITY IN EVERY COLOUR



Thank you for your time and attention

Contact us



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Lumina Spark

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