

Max-Mix

According to a Watson Wyatt study of 7500 employees, the average three year return for organizations with superior change implementation practices is 102%, compared to 67% for those without (Watson Wyatt, 2000).

Creative Metrics' Max-Mix is a change management program that builds a solid foundation for effective organizational change. Max-Mix stands for Maximum Mixture because it helps organizations formulate strategy with an ideal cross-section of contributors, leading to more creative solutions and increased employee commitment for change. With Max-Mix, your organization can proactively solve problems and develop a specific set of actions to achieve real, lasting results.

Process

Pre-work

Establish the right context, initial steps & necessary resources prior to the Max-Mix engagement; available support includes data analysis, process development and communication planning.

Phase 1: Vision Creation

A representative group collaborates to define the challenge at hand, the purpose for change and the optimal path for proceeding.

Phase 2: SWOT Analysis:

The internal & external forces affecting the change are examined to uncover existing strengths, weaknesses, opportunities and threats for moving forward.

Phase 3: Key Focus Areas

After a brainstorming session, proposed actions are shared, analyzed and ranked to ultimately form a consensus around the top focal points to pursue.

Phase 5: Measurable Goals

Participants are divided into small groups based on each key focus area; the teams then develop and share specific, measurable & actionable objectives for fulfilling their assigned solution.

Phase 4: Strategies

Within this milestone participants consider & select the specific tactics and "how-tos" for accomplishing each goal.

Phase 6: Follow-Up

The results of steps one to five may prove for nothing without effective follow-up. Such activities include:

Presenting: sharing solutions with executives to gain input, buy-in and support.

Coordinating: designating a separate project coordinator to communicate & manage each goal.

Reconvening: conducting regular group meeting to discuss progress and adjust accordingly.

Motivating: publicly celebrating both large and small successes to cultivate enthusiasm.

Specifications

Location:

Your headquarters, satellite locations or any designated location of choice.

Program Length:

1/2 to 5 days

Number of Participants:

20-400

Format:

Can stand alone or integrate with other modules for a more in-depth program covering a broader range of topics.

Customization:

Specific program aspects may be adjusted to meet your wants/needs.



Creative Metrics, Inc.

Turning Talent Strategies
into Business Results

For more information on how to generate business results:

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