

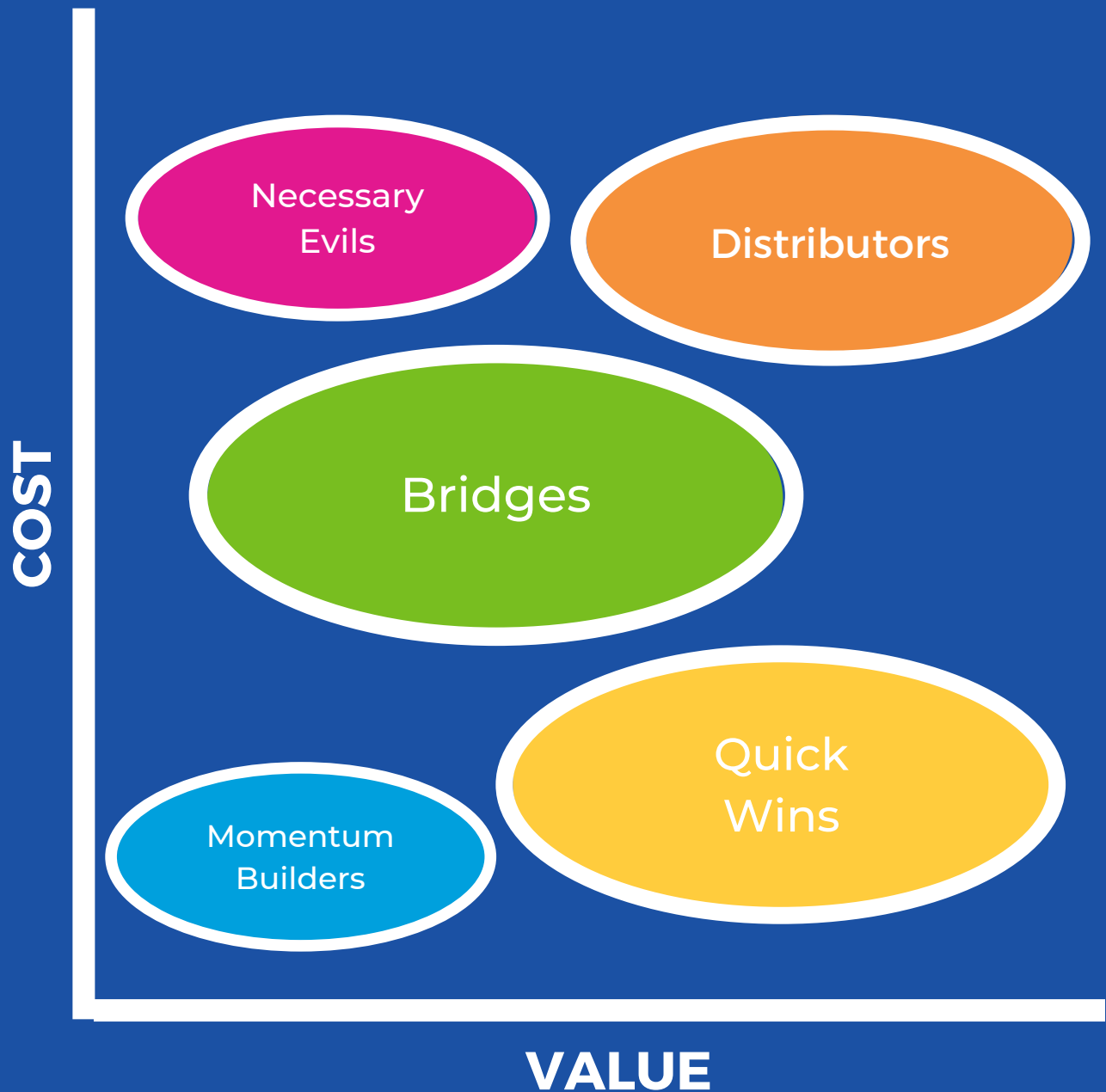
Safe *experiments*

HOW IT WORKS

- When you have an idea and want to perhaps discuss the idea constructively.
- The team could take the options and explore them as experiments.
- Plot and categorize the options using the graph on the following pages.
- It is advisable to use the following questions to guide your thinking:
 - How many people are affected?
 - How hard would this option be?
 - Are there hard costs?
 - How aligned is it with the overall change?
 - Low value isn't necessarily a bad thing?



Safe experiments



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- How hard would this option be?
- Are there hard costs?
- How aligned is this option with our overall change?
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Safe experiments

NECESSARY EVILS

These may be thought of as being wasteful; however for larger, or more risk-averse organisations, they may be necessary.

DISRUPTORS

These may be uncertain or risky options that are big changes affecting many people, or departments. These options may need to be broken down into smaller experiments if selected for implementation.

BRIDGES

These options are safer and will help people affected by the change, to build a mental bridge between where they are and where the organisation is heading.

MOMENTUM BUILDERS

Low-cost, low-value options may contribute to helping people care about the change, which helps with alignment. These are easy to execute but have tangible outcomes.

QUICK WINS

These options will help show visual progress early.