

Disruptive Ideas – Overview Graph

Structures Processes Behaviours

Team 365	Internal clocks	Go to source (and turn the volume down)
Double hats (one boss is not enough)	Decisions pushed down (and in real time)	Keep promises
Shadow Jobs	Scan for talent, find a job	Collaboration ('the volunteers')
Everything a project	Fix accountabilities (if nothing else)	Reward outputs
Management by invitation	Fake project, beat Outlook	Behave like an investor
Fixed-term teams	Un-cluttering	Respect the past, leave it to archaeologists
Net-work, not more teamwork	3-way, 365 performance appraisal	Ask the question
Support functions are businesses ('market tested')	Face it, don't email it	Lose control
Membership bids	Less PowerPoint, more stories	Can it be done differently?
Home effects	Be imperfect	Talk the walk

