

Adapt to Prosper

Colin Hood Systems Engineering Ltd
Evans Business Centre
Regents Pavilion
4 Summerhouse Road
Moulton Park
Northampton NN3 6BJ
Great Britain

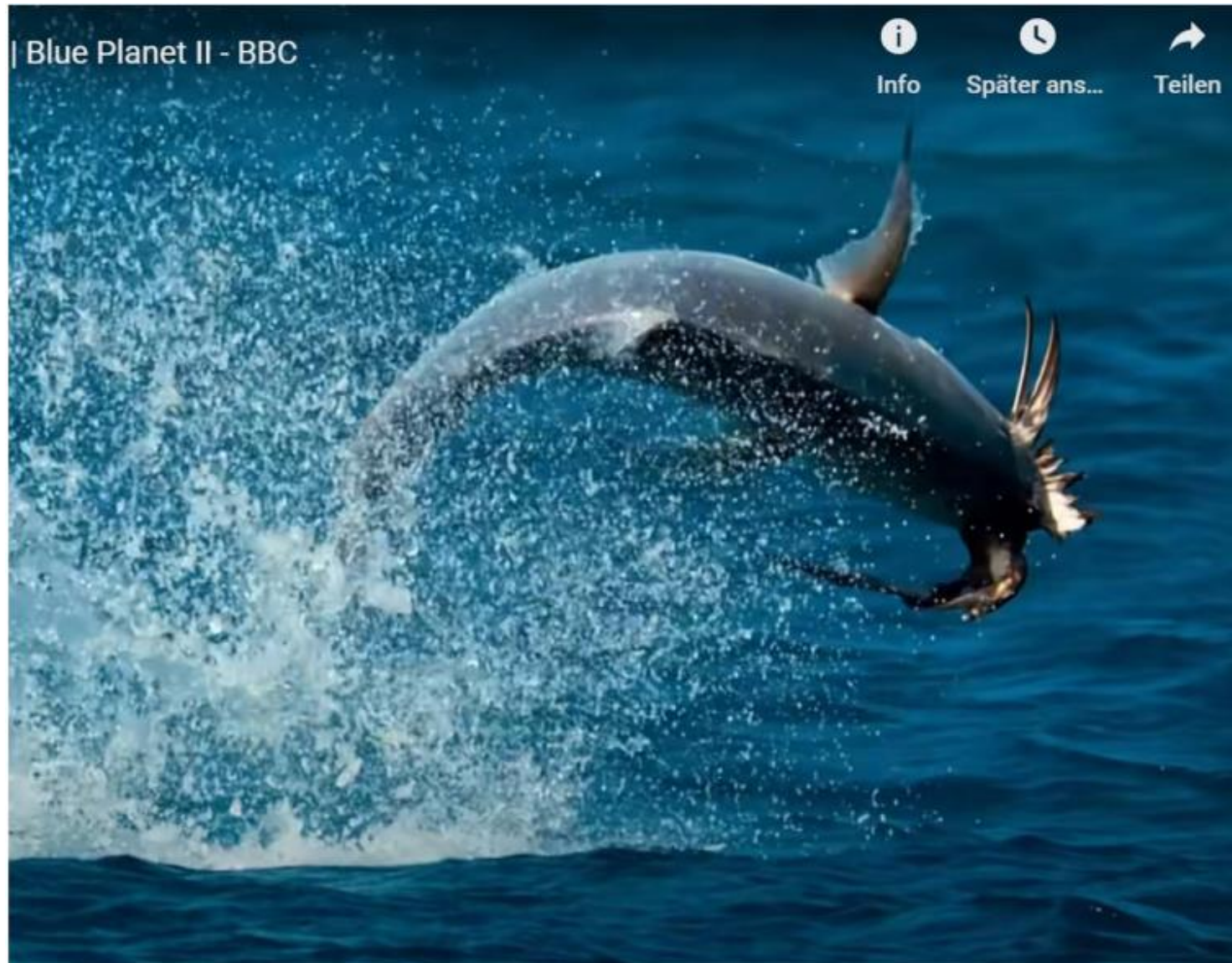
Tel: 0044 1604 638 824
info@colinhood-se.com

The aim is to describe why BorgWarner introduced organisation change and to describe some challenges and successes.

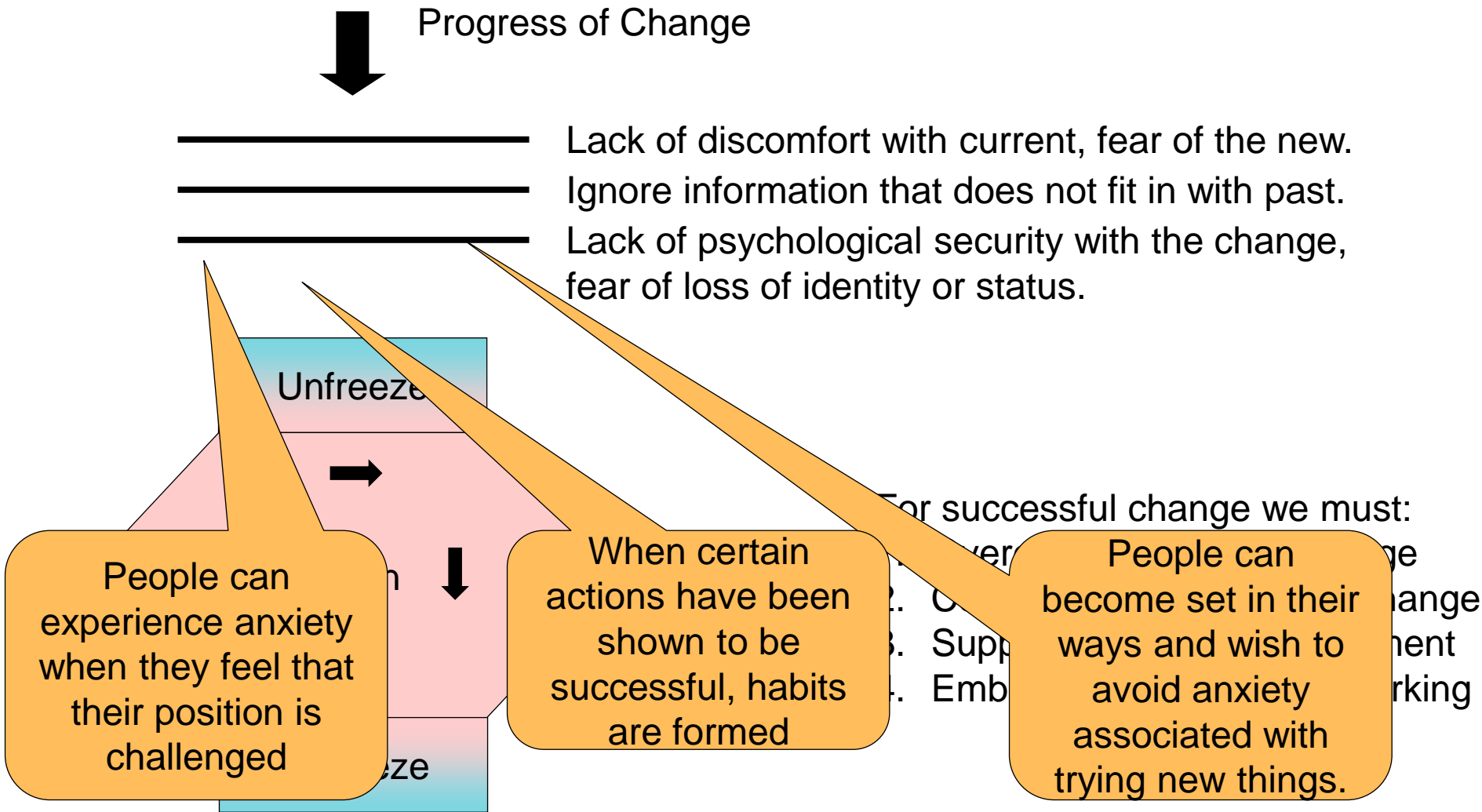
BorgWarner products are described here



Source: <https://www.science.org/content/article/color-changing-hare-cant-keep-climate-change>



Complicated systems can be predicted as the parts and their interactions are known.
Complicated systems may be successfully developed by decomposition into parts and the parts developed separately.



Source: Colin Hood 1987 based on work by Shein and Lewin

Process for Change

Achieve a common understanding of the endeavour we wish to achieve

Identify Needs and Overcome Barriers

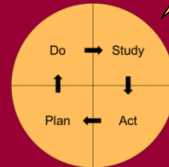


Getting agreement on the aims to be achieved helps to ensure focus

Agree Aims and Plan Coaching Steps

Activity	Start	End	Owner	Status
Identify Needs	1/1/2015	1/1/2015	John	Completed
Identify Barriers	1/1/2015	1/1/2015	John	Completed
Identify Aims	1/1/2015	1/1/2015	John	Completed
Identify Coaching Steps	1/1/2015	1/1/2015	John	Completed
Identify Training	1/1/2015	1/1/2015	John	Completed
Identify Tool Support	1/1/2015	1/1/2015	John	Completed
Identify Guidelines	1/1/2015	1/1/2015	John	Completed
Identify Management Support	1/1/2015	1/1/2015	John	Completed
Identify Progress	1/1/2015	1/1/2015	John	Completed

Coach Step-by-Step



Don't try to do everything at once.

Embed

Change does not remain stable without deliberate actions

Facilitate Management Support

Provide Guidelines

Provide Tool Support

Provide Training

Measure and Publish Progress

Summary

Achieve a common understanding of the endeavour we wish to achieve

Getting agreement on the aims to be achieved helps to ensure focus

Don't try to do everything at once.

Change does not remain stable without deliberate actions

Give people courage to deal with the transformations to the new paradigm

People can experience anxiety when they feel that their position is challenged

When certain actions have been shown to be successful, habits are formed

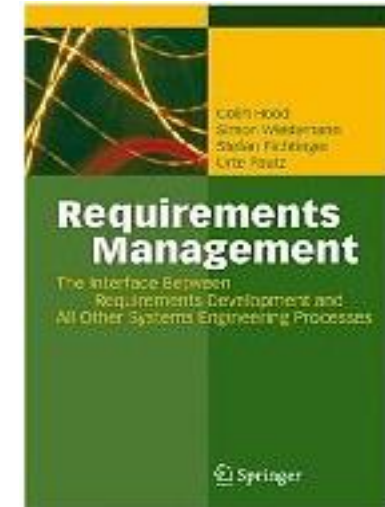
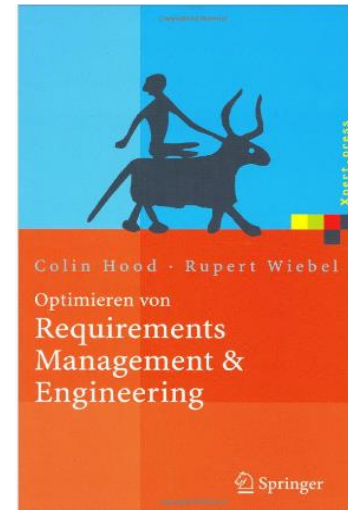
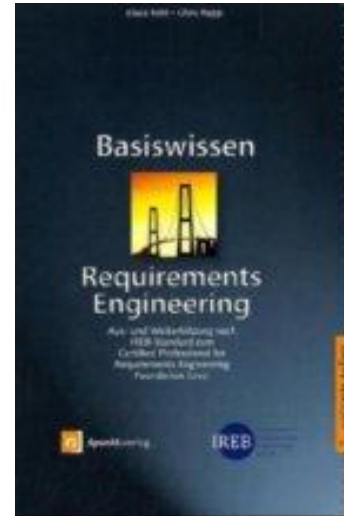
People can become set in their ways and wish to avoid anxiety associated with trying new things.

Organisational Change: the need for step-by-step improvement



For each step we need:
relative safety,
a likelihood of success, and
a good reason for taking the risk

Picture Source: gallery.nen.gov.uk



Colin Hood Systems Engineering Limited
Evans Business Centre
Regents Pavilion
4 Summerhouse Road
Northampton NN3 6BJ – UK

info@colinhood-se.com
Tel. +44 1604 638 302

Founding Member of IREB 2006
(International Requirements Engineering Board)

