

# FAST TRACK

Diagnostic to traction in 30 days



## The Liquid Change<sup>sm</sup> Workshop: an engaging, practical way for teams to improve effectiveness

Daggerwing Group offers a workshop to help organizations leverage its proprietary approach to organizational effectiveness: **Liquid Change<sup>sm</sup>**. The approach is based on a global study of more than 500 leaders of companies with more than 10,000 employees, across seven countries. The consensus from this **Liquid Change<sup>sm</sup>** study was clear:



95% of respondents reported managing change effectively is critical to business success



74% reported change fatigue at their companies

### 4 COMMON INTERNAL BARRIERS WHEN MANAGING CHANGE

- ① Gaining input from across the business
- ② Lack of decision-making power
- ③ Being risk adverse
- ④ Lack of transparency

The ideal state to energize people and build organizational effectiveness to thrive through constant change is by being **LIQUID**.

Most companies are a gas, a solid or a liquid. Based on Daggerwing Group's research and 20 years of experience, the optimal state of being for performance is LIQUID.



#### GASEOUS STATE

Flippantly adaptable  
Constantly changing without direction  
No shape or consistency



#### LIQUID STATE

Readily adaptable  
Constant change driven by authentic opportunity  
Same core, different shape



#### SOLID STATE

Not adaptable  
Imprisoned by processes and culture  
Very linear/structured

See next page for an overview of the **Liquid Change<sup>sm</sup> Workshop** ▶

## CHARACTERISTICS OF EFFECTIVE LIQUID TEAMS

In order of importance, respondents said organizations and leaders need to be:



### TRANSPARENT

Communicate with clarity and authenticity



### PIONEERING

Promote curiosity and support risk-taking



### DIALED-IN

Create strong connections and foster co-creation



### AGILE

Drive forward and seize opportunities in real time

## The Liquid Change<sup>sm</sup> Workshop

To help leadership teams with developing an effective change strategy, Daggerwing Group has developed the **Liquid Change<sup>sm</sup> Workshop**: a highly engaging, interactive practical half or full day workshop.



## OUTPUTS AND OUTCOMES FROM THE WORKSHOP



Audit against **Liquid Change<sup>sm</sup>** that enables the team to focus on the highest priority areas



Higher probability of sustaining employee engagement and achieving business impact during change



Leadership team energized and armed with tools and actions to drive engagement and change



High level change roadmap of actions aligned to the highest priority areas (full day workshop)



*Workshop features live interactive audience participation to gauge how employees are feeling about change and your organizations ability to lead through it.*

For more information, contact us at  
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