

COMPRESSION PLANNING



DESIGN





Compression Planning is a great addition to your problem solving toolbox.

Designers see the bigger picture and facilitate the compression planning process to achieve higher impact solutions faster.

The design phase sets you up for success by clarifying the problem and involving the right people in the planning process.

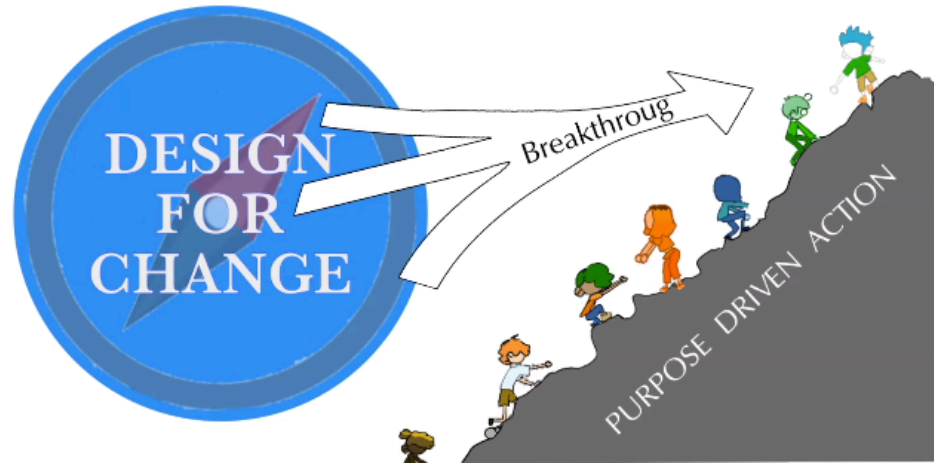
Storyboarding moves you from creative thinking to analytical thinking.

Action is where agreed upon strategies are implemented.

Accountability is where progress is monitored and strategies are adapted as needed and you reflect on the impact of your actions.

COMPRESSION PLANNING

THINK LIKE A DESIGNER



Design is the first and most critical step in the compression planning process. You will need to think like a designer.

A designer's role is to help people understand the need for change. Change does not come easily. The designer guides organizational leaders through processes to achieve breakthrough change.

CHANGE ↔ **STRATEGIC THINKING** ↔ **IMPACT**

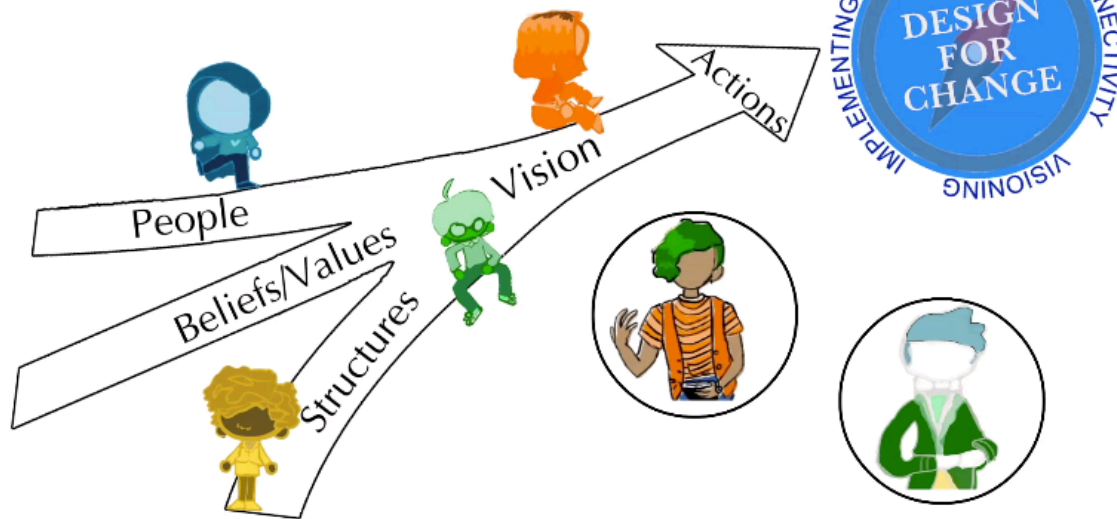


Every organization is affected by change.

Change can be seen as a crisis or an opportunity.

Strategic thinking can help you leverage change for high impact outcomes.

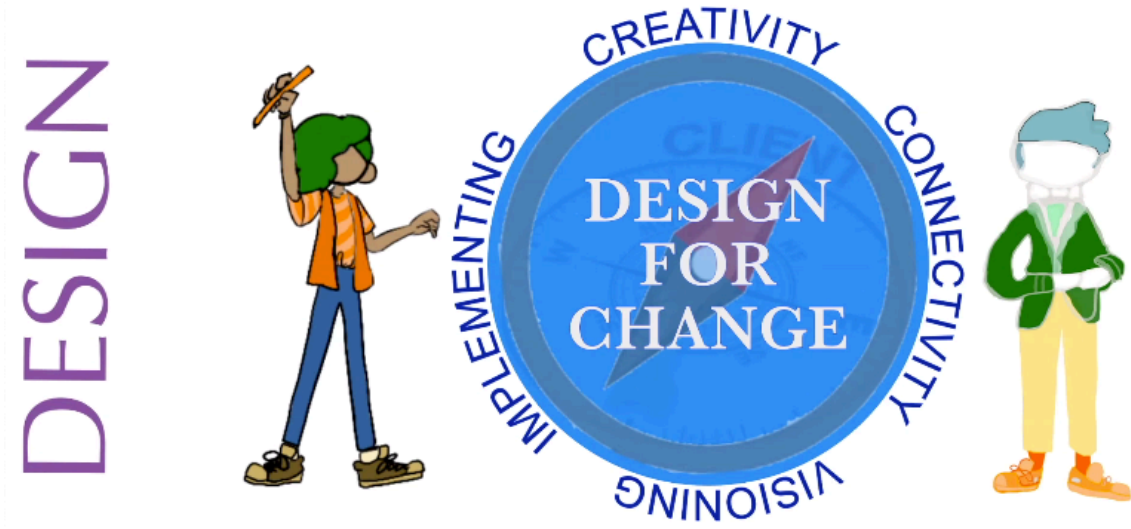
The Need to Plan for Change



Impact lies in how the people in the organization respond to change...Planning for change empowers the organization to adapt and improve.

Those who have tools to manage and focus the energy of change see change as an opportunity.

Creating a culture where change is embraced prepares the organization for envisioning the future.



It is often helpful for designers to work as a team. Meet Jamie and Jordan.

They work with the client, the person responsible for finding solutions to the current problem, in the compression planning process.

A designer uses creativity, connectivity, visioning, and implementing actions to facilitate breakthrough change.



Jame and Jordan will need to be able to manage the elements of transformational change. Creativity Connectivity Visioning and Implementing are critical design elements.

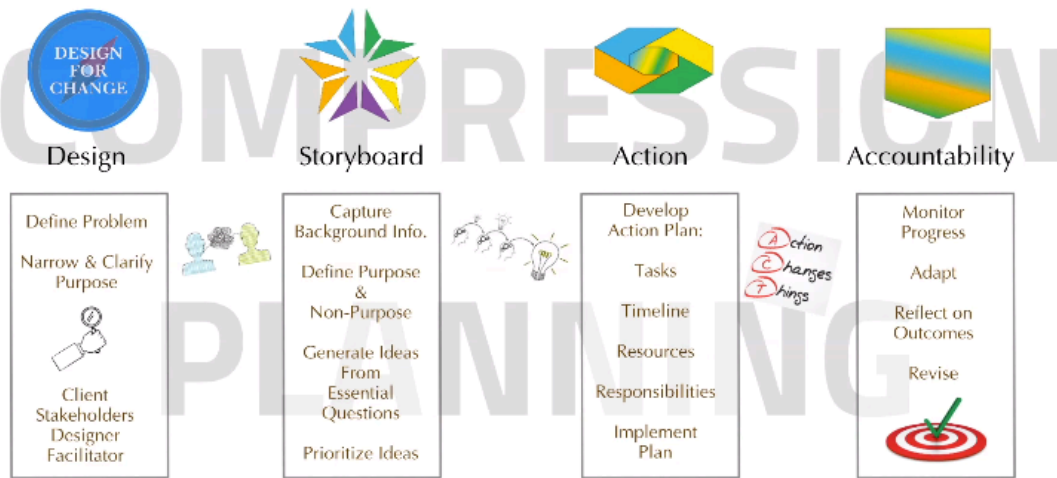
Creativity calls for creating a new picture, a new narrative. It asks the questions “What is the problem?” How can we create breakthrough thinking?”

Connectivity involves building an effective team where trust and interdependence are key. It asks the question “How can the organizational culture support change?”

Visioning builds consensus and a view of what potential solutions look like. It asks the question “How will we know if the solution is having high impact?” It moves the team from creative to analytical thinking.

Implementing is where action, accountability, and strategic thinking happens. It asks the question “How will we ensure purposeful action, adapt as needed, and keep the big picture in mind”

CREATIVITY CONNECTIVITY VISION IMPLEMENTING



Compression planning begins with the design process, proceeds to storyboarding, then taking action, and monitoring progress to ensure accountability.

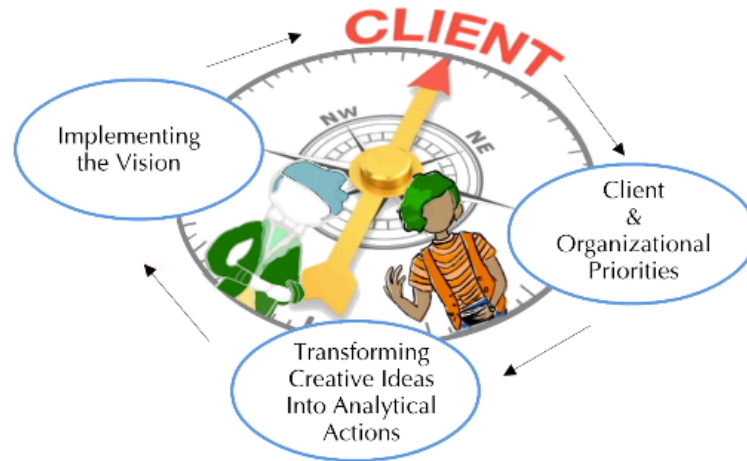
In the design phase you define the problem, narrow, and clarify the purpose of the project. Involving the right people in the beginning is important for a solid design. A good design sets you up for success.

In storyboarding you quickly review background information, clearly define the purpose and non-purpose of the planning session, generate ideas and prioritize actions.

An action plan is developed where tasks, timelines, resources needed, and responsibilities are identified.

Progress is easily monitored . Adapting the plan becomes manageable as changes are needed.

DESIGN



Designing up front can save time later.

There are three main interactions Jamie and Jordan must manage in the design process.

What problem is the client facing and what outcomes are acceptable? What organizational opportunities and challenges are present?

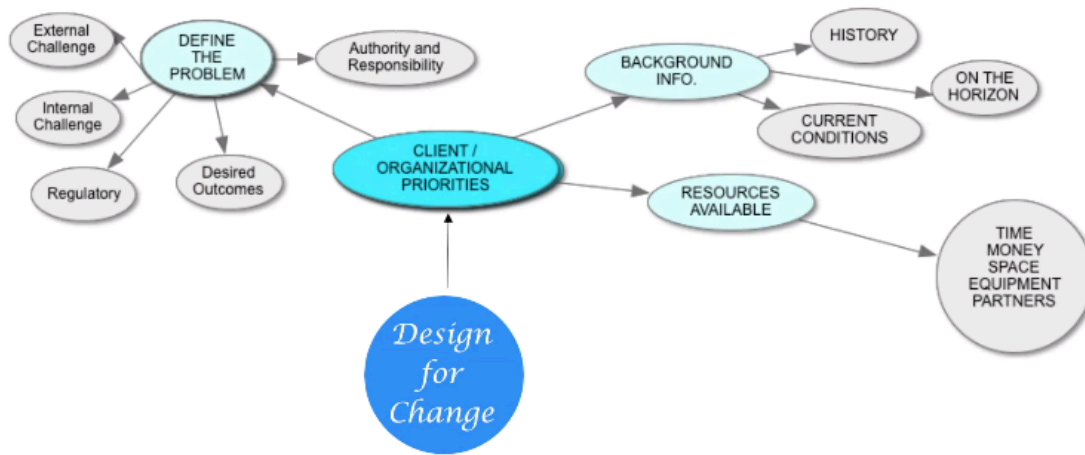
What creative and innovative ideas can become actionable? How can the process move from creative ideas to analyzing options for high impact outcomes.

How can implementation remain accountable to achieving agreed upon actions and maintain focus on purpose driven action?

The designer must be responsive to changing information and circumstances, and adapt the process accordingly.

Think like a designer - influencer of change process

CLIENT PRIORITIES

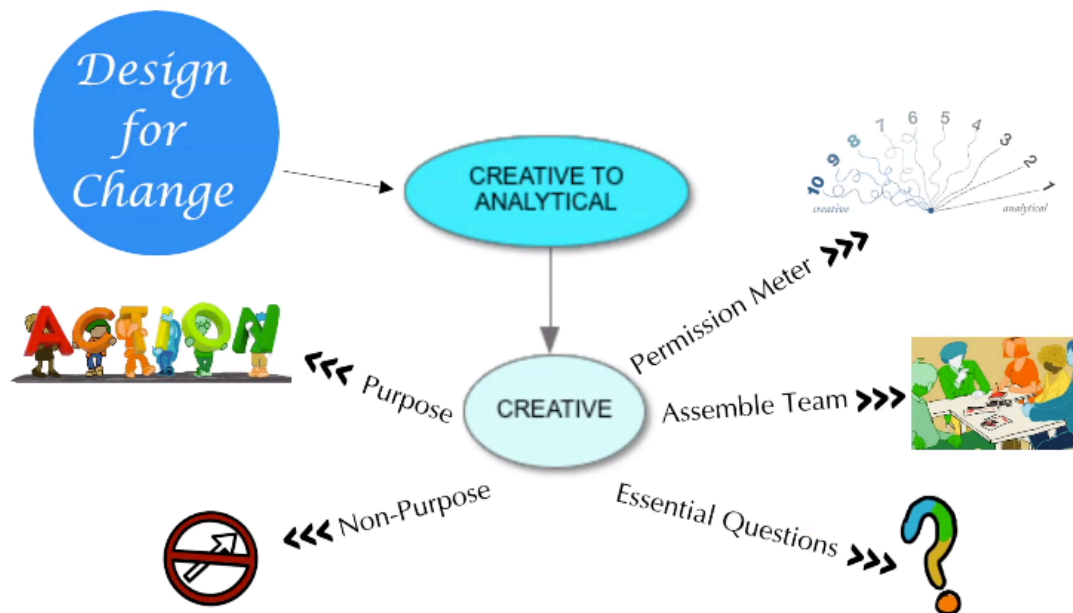


Designers work with the client to identify the problem or issue to be addressed and the scope of the design responses.

Defining the problem involves categorizing the problem as stemming from an external challenge, something coming from outside the organization, an internal issue stemming from within the organization, or a regulatory requirement imposed by another agency. The client may have some general idea of a **desired outcome**. It is important to gain an understanding of what the client has in mind. It is also important to gain an initial understanding of who has authority to develop solutions and who has responsibility for implementation.

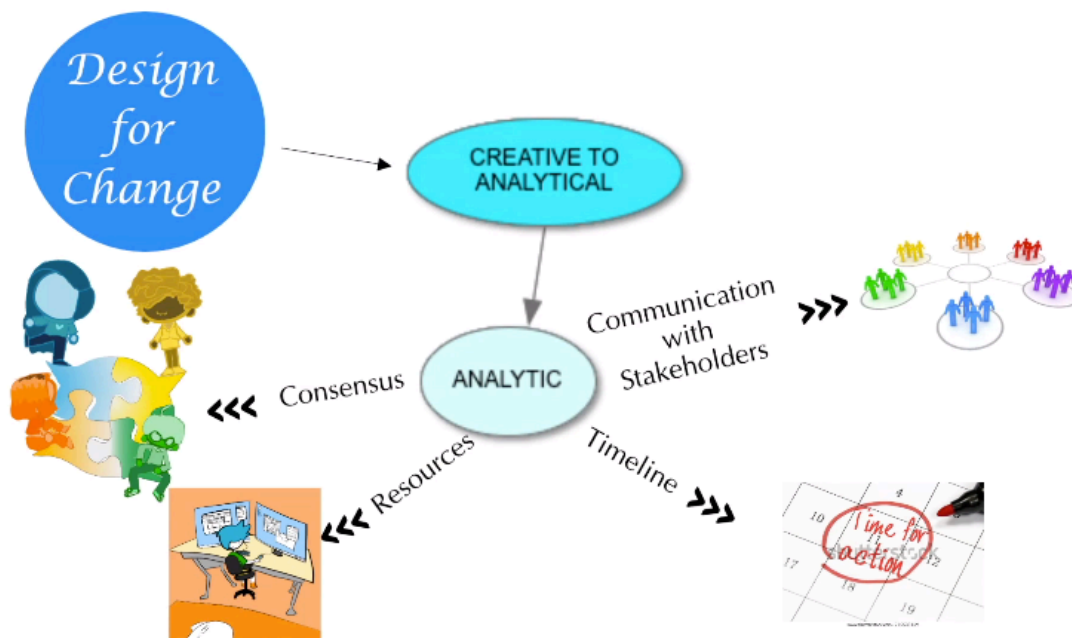
Background information involves an environmental scan looking at current conditions, organizational history, and what is on the horizon. Background information is written down and used in the storyboarding process.

Resources available to support the problem solution include time, money, physical space, equipment, and partners. Parameters regarding available resources are a recurring conversation with the client to ensure support is available to operationalize targeted solutions.



Creative thinking happens more frequently in environments where people respect each other's point of view, enrich others ideas, do not allow criticism or allow negative reactions.

- Purposeful action is about high impact results, not being right, but being effective. It is critical that you develop a concise purpose for the storyboard session. Will the team be developing a broad plan, priorities, or create something entirely new?
- The non-purpose states what will not be discussed during this project. It keeps participants from bird walking and complaining.
- Essential questions challenge the team to focus on solutions to the problem at hand and empowers them to generate powerful responses. They stimulate high level thinking and focus the energy of the team.
- Assembling the right team makes all the difference. Team members need a depth and breadth of knowledge related to the project problem and are interested in finding a solution.
- The permission meter allows the project team to think creatively or to be more analytical.



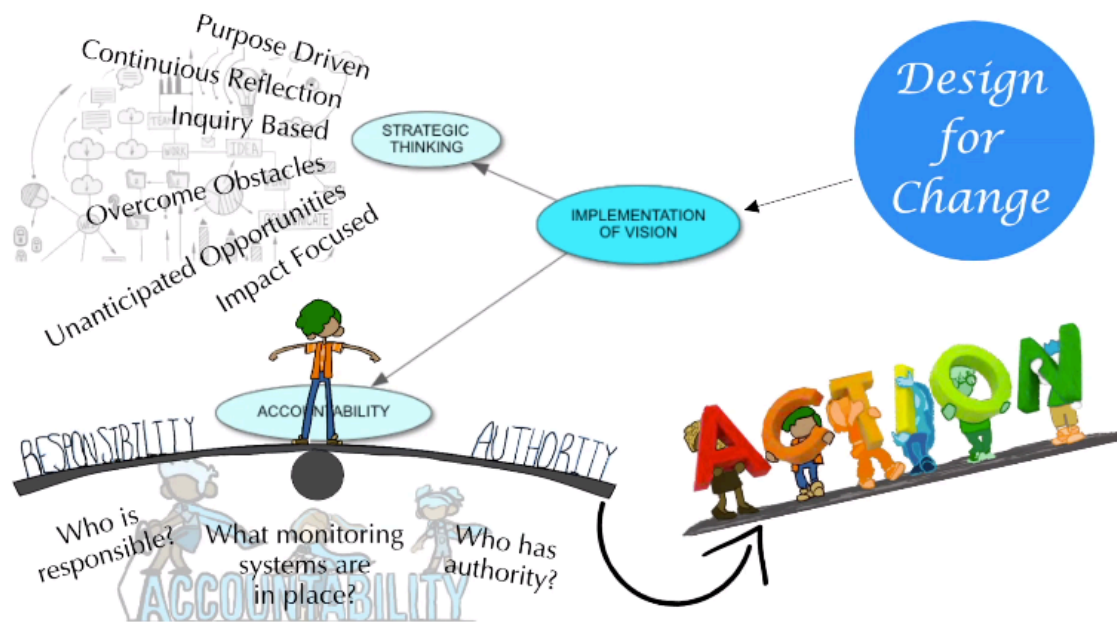
The **analytic process** builds consensus on obtainable solutions and defines the logistics needed for successful implementation.

Consensus does not mean unanimous agreement. It does mean participants see themselves as part of the solution, that their voice has been heard, and their concerns have been addressed.

Resources needed for implementation include staff, time, money, space, equipment, and partners. They will need to be quantified and allocated.

A timeline of action and responsibilities identifies what needs to be done, by whom, when, and how.

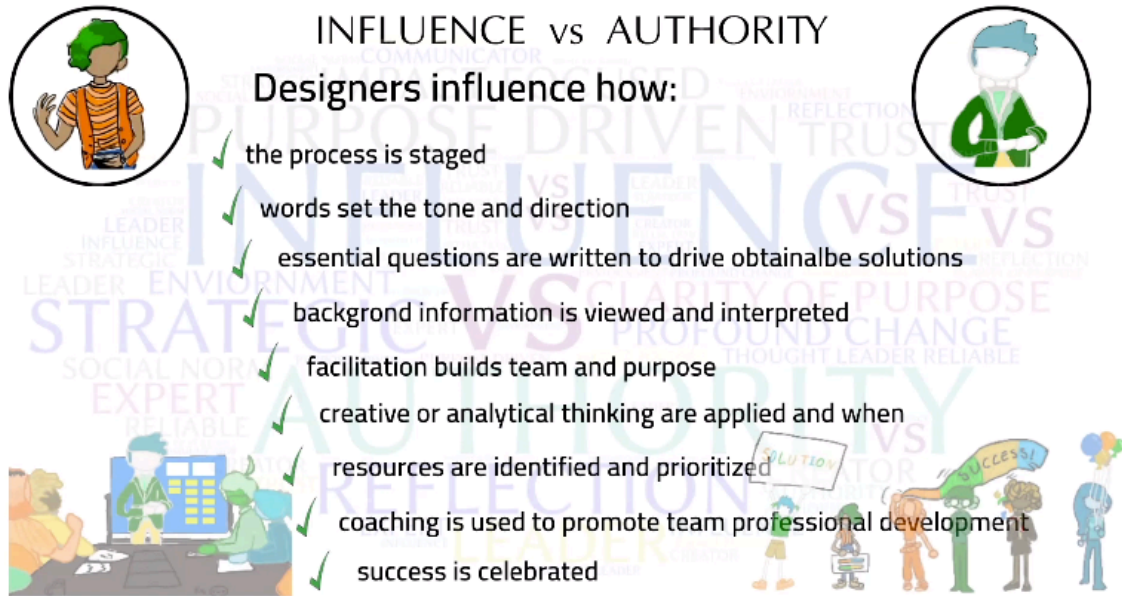
Communication involves developing strategies to inform key stakeholders of the project purpose, keeping the project team abreast of actions, and making sure finances are accounted for.



Implementation begins with purposeful action designed for high impact. Solutions developed in the storyboard process are translated into action steps and monitored for effective implementation.

Strategic thinkers use reflection and an inquiry based approach to evaluate implementation of action steps, asking questions to identify obstacles, unanticipated opportunities, and is impact focused.

Accountability ensures strategic actions are implemented and evaluated. The designer makes sure questions of “Who is responsible? For What? When? and Who has authority to make decisions?” are answered. A system of monitoring progress ensures continuous focus on solutions.



INFLUENCE VS AUTHORITY

Designers are influencers of the planning process.

They typically have no authority over decisions that are made. They likely have no direct responsibility for implementation of actions.

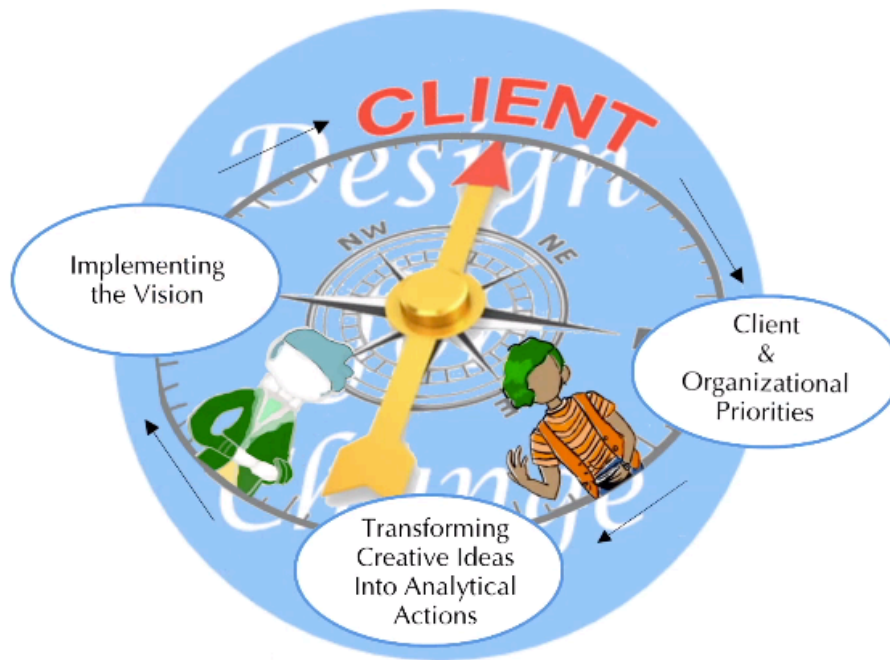
Designers do have a high degree of influence over the process and how people interact.

Designers influence how:

- 👤 the process is staged
- 👤 words used in the process set the tone and direction
- 👤 essential questions are written to drive to obtainable solutions
- 👤 background information is viewed and interpreted
- 👤 facilitation in the planning process builds team and purpose
- 👤 creative or analytical thinking are applied and when
- 👤 resources are identified and prioritized
- 👤 coaching is used to promote team professional growth
- 👤 success is celebrated

Designers also often serve as facilitators, and sometimes are a part of the organization they are helping to solve a problem.

Influential designers can build capacity for change through their expertise, relationship building, ability to organize, and empower others to take ownership in solving their problems.



A designer's role is to help people understand the need for change. A well designed process can result in a greater impact, faster. The design phase sets you up for success by clarifying the problem and involving the right people in the planning process. Designing upfront can save time later.

Designers work with the client to identify the problem or issue to be addressed and the scope of the design responses.

Creativity allows ideas to flow freely, generating varying points of view, and the **analytical step narrows and transforms ideas** to obtainable solutions.

Implementation begins with purposeful action designed for high impact. Solutions developed in the storyboard process are translated into action steps and monitored for effective implementation.

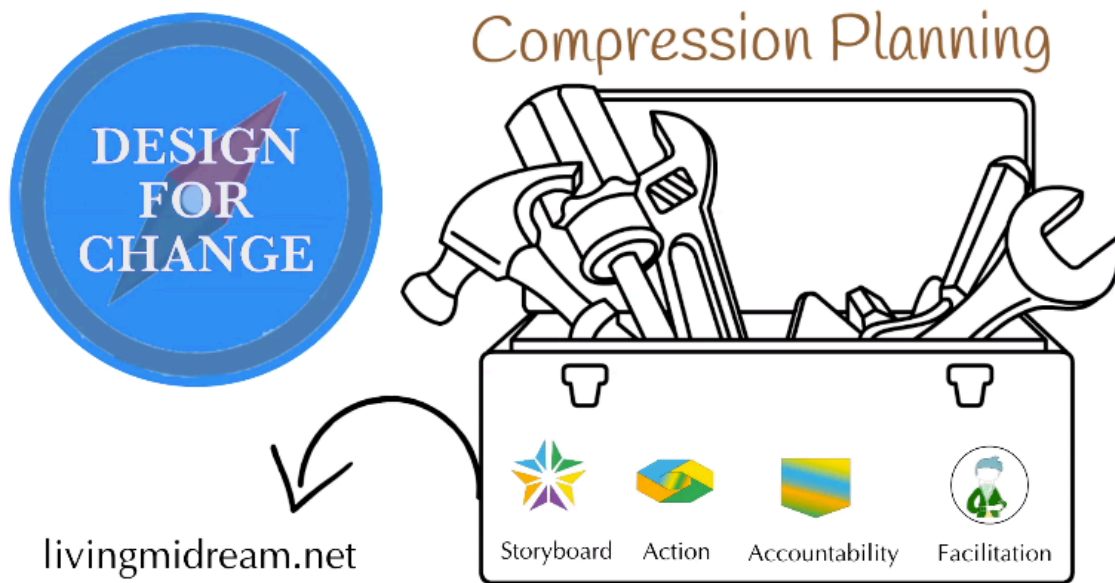
COMPRESSION PLANNING

THINK LIKE A DESIGNER



A successful designer will

- gather background information on the client's concerns,
- generate some initial questions to pursue with the client, and
- strive for clarity of the scope of the project including timeline,
- communication channels,
- resources available,
- finances, and
- what success looks like.



Having Compression Planning in your toolbox allows you to meet challenges in innovative and creative ways. It empowers your team to translate great ideas into action.

Other training videos are available on storyboarding, action and accountability, and facilitation on the Living miDream web site at livingmidream.net.



Roger Sanders
Sanders Consulting Service

CREDITS

Kai, Illustrator

Doodly Video Creation

McNellis Compression Planning

Speechelo Voice Generator

Valley Education for
Employment System



Judy Judy
ITS Ideal