

RenDanHeYi MicroEnterprise Teams

A Course on Exploring Autonomous Self-Organizing Teams

Module 1: Introduction and Context

Module 2: Microenterprise Team Formulation

Module 3: Autonomous Team Development

Module 4: Leadership Development

Module 5: Adopting RenDanHeYi

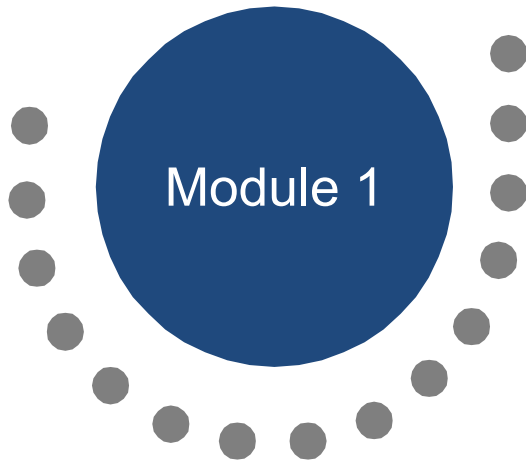
MODULE 1:

Introduction and Context

Explore the Current Reality of Traditional Organization Performance and the Opportunity for Autonomous Teams using the Principles of RenDanHeYi

Module 1: Introduction and Context

Explore **organizational challenges and systemic change drivers** to realize the needs and opportunities for traditional business model disruption and the opportunity for RenDanHeYi as a strategy



Lesson 1.1: The Global Context and the External Drivers of Change

Lesson 1.2: The New Logic of Competition

Lesson 1.3: Internal Drivers of Organizational Change

Lesson 1.4: Why Disrupt the Traditional Business Management Model

Lesson 1.5: The RenDanHeYi Strategy

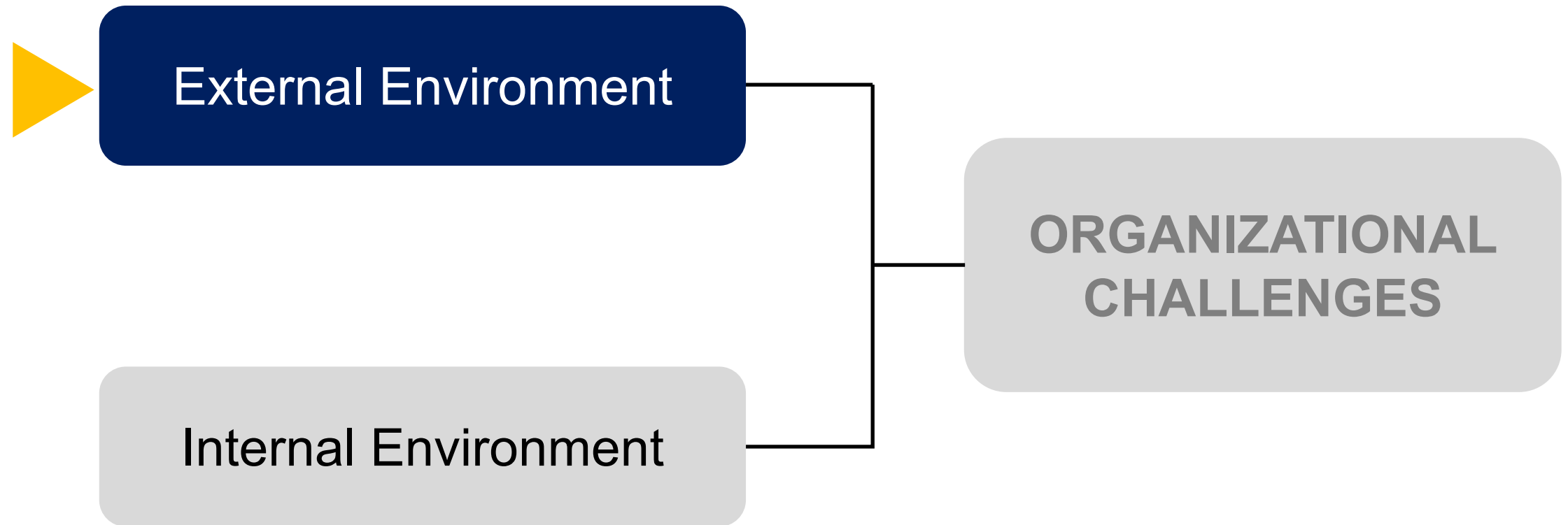
Lesson 1.6: Mindset and Culture

LESSON 1.1:

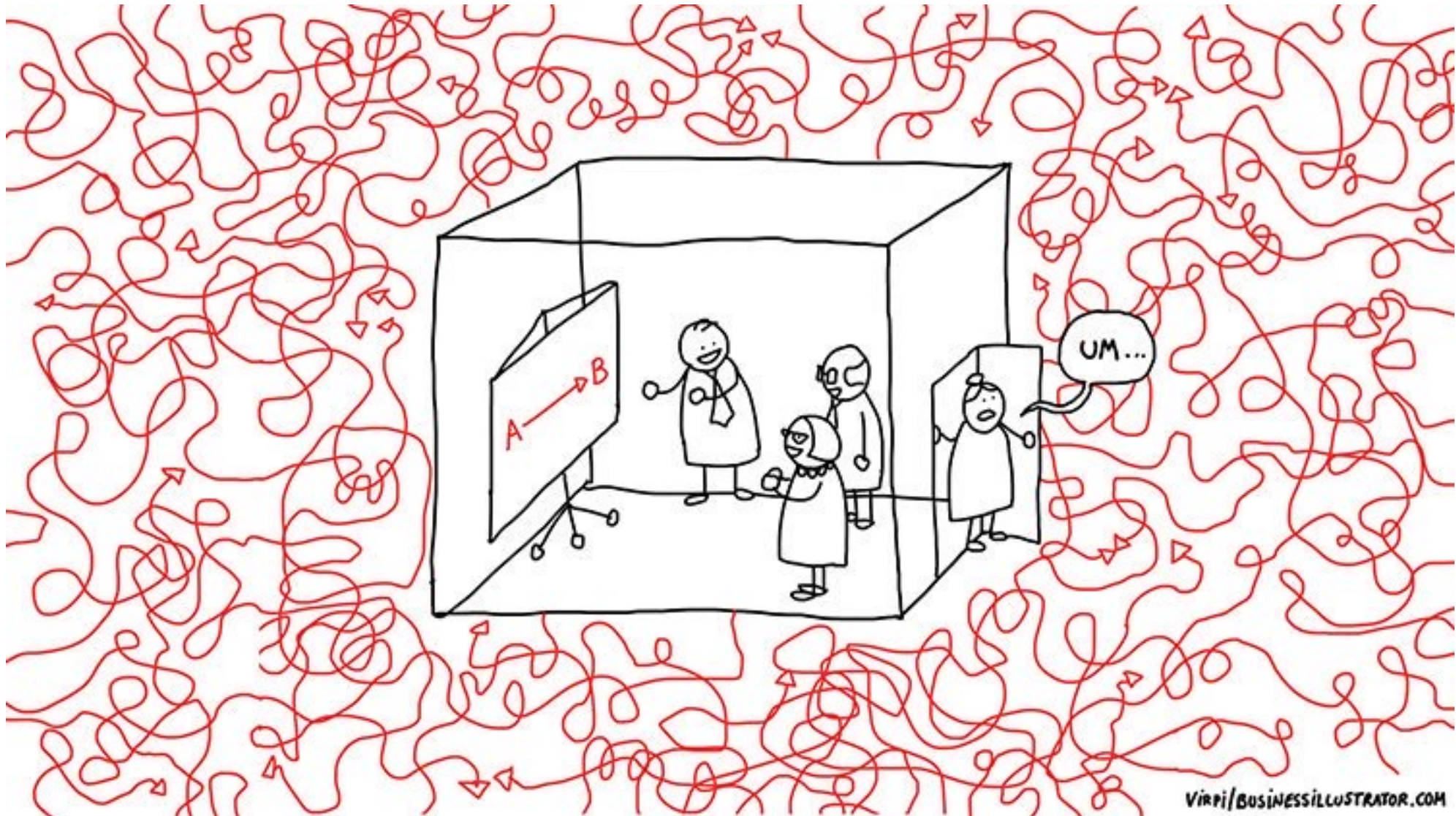
The Global Context and the External Drivers of Change

Explore Organizational Challenges and Systemic External Change Drivers to Realize Opportunities for Traditional Business Model Disruption

Lesson 1.1: The Global Context and the External Drivers of Change

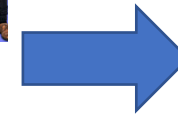
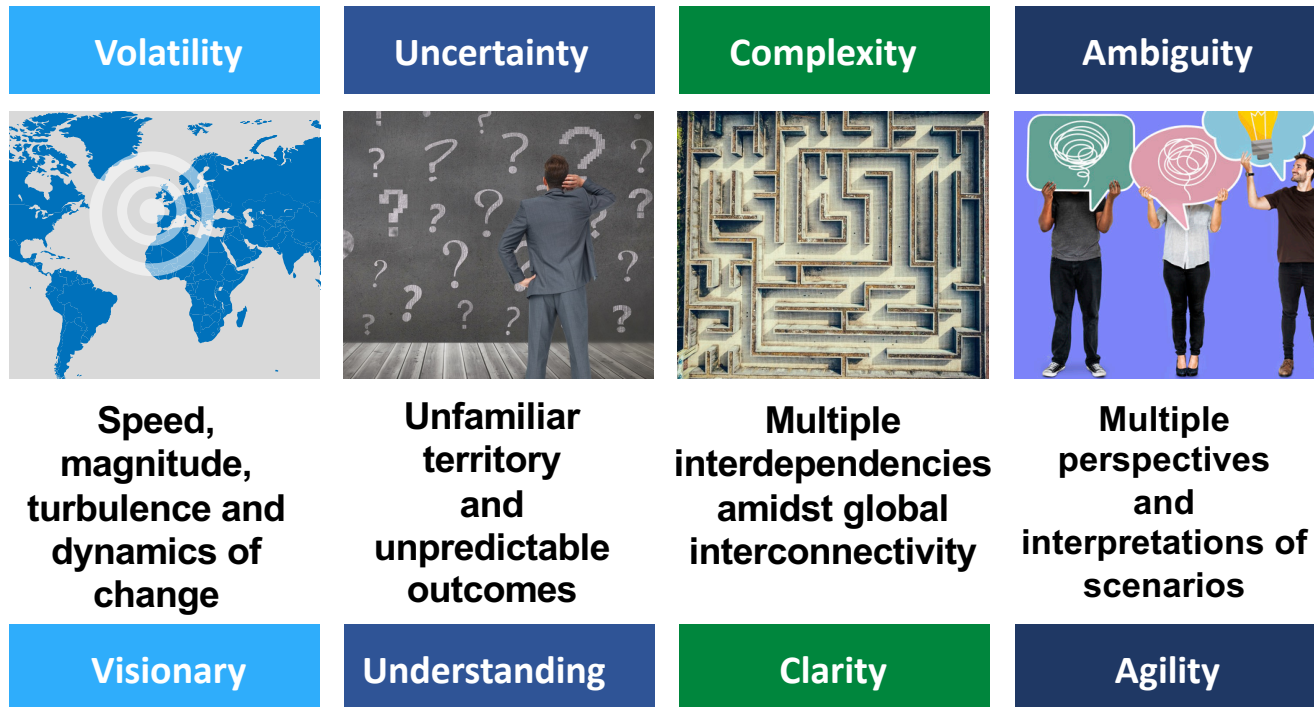


Lesson 1.1: The Global Context and the External Drivers of Change



Lesson 1.1: The Global Context and the External Drivers of Change

From VUCA to BANI



B = Brittle

A = Anxious

N = Non-linear

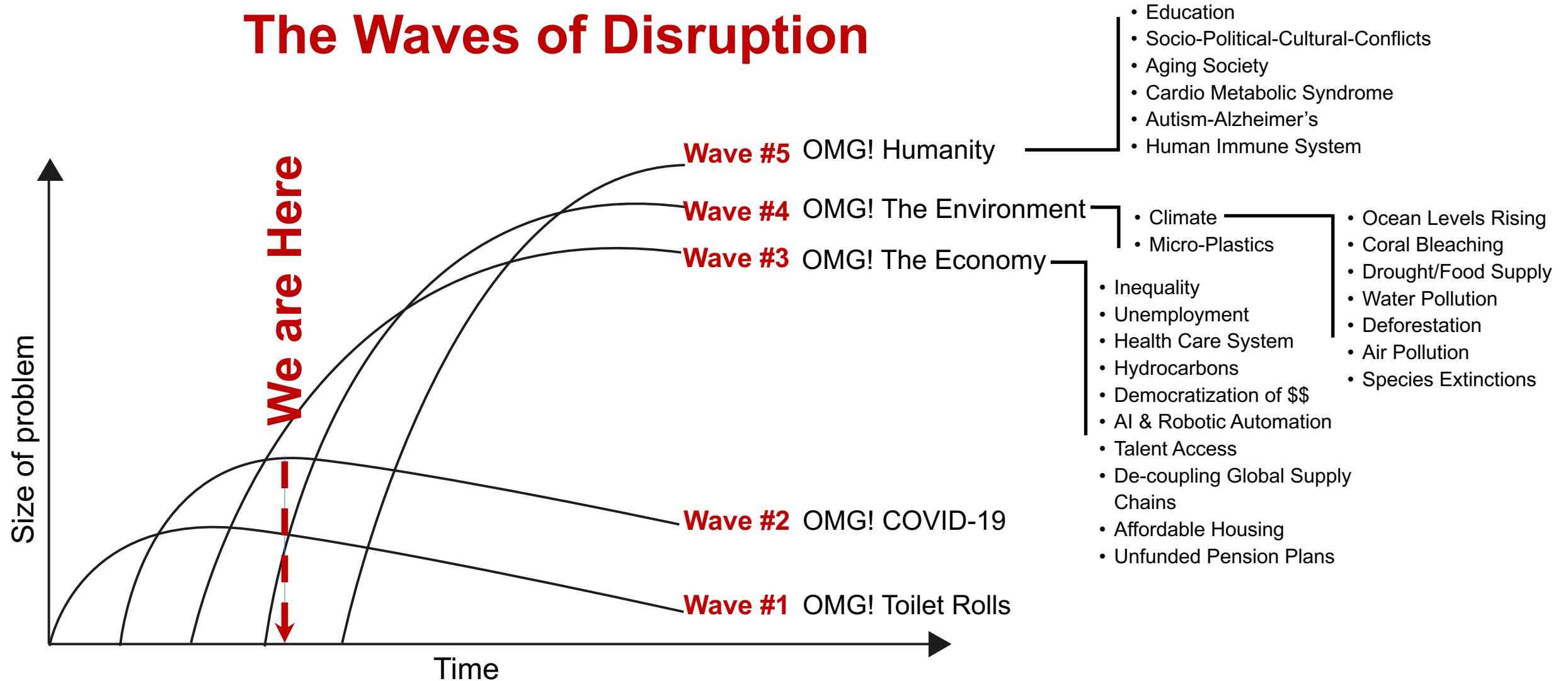
I = Incomprehensible

Lesson 1.1: The Global Context and the External Drivers of Change



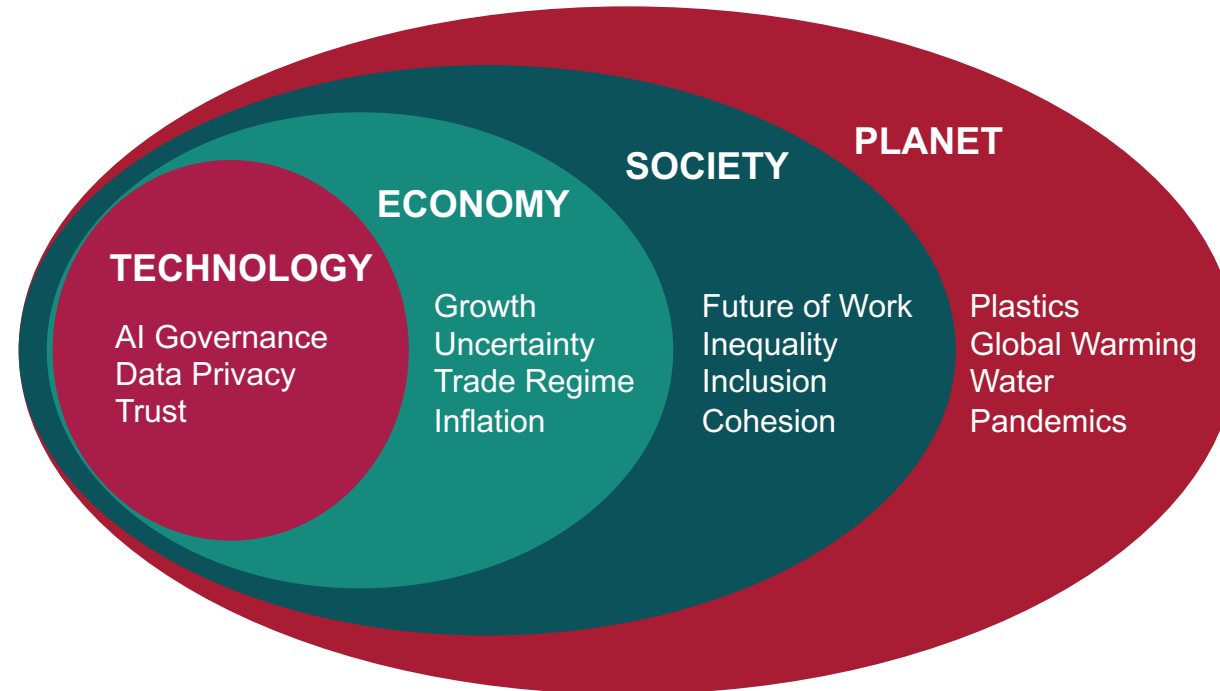
Lesson 1.1: The Global Context and the External Drivers of Change

The Waves of Disruption



Lesson 1.1: The Global Context and the External Drivers of Change

Example of **external strategic drivers** that will lead to important and fundamental shifts in the organizational environment



Global risks are elevated and occurring in parallel across many dimensions!

Lesson 1.1: The Global Context and the External Drivers of Change

Internal & External Forces → Push for unbundling of the firm

Only 15% of employees are engaged

More autonomy and freedom for all employees

75% of S&P 500 will disappear by 2027 (McKinsey)

Frequent, rapid, diffused dynamic steering

ROAs fell 75% for 45 years across entire US Market

Ways to turn creativity into innovation-at-scale

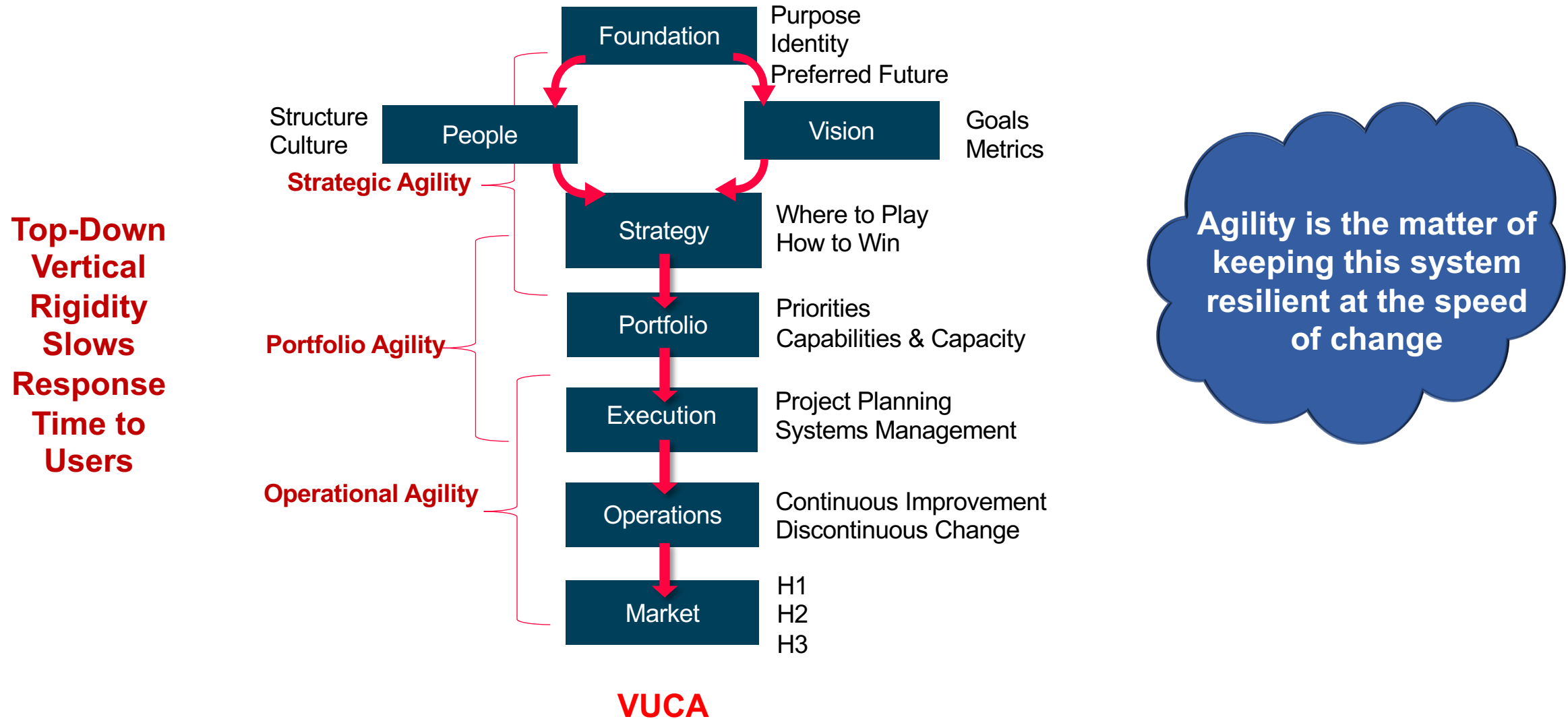
\$Trillions of organizational bureaucracy debt

Getting rid of organizational and technological debt

Power gets distributed to the edge through small, multi-disciplinary self-managed, self-motivated teams with both the freedom and responsibility to achieve extraordinary outcomes

The Future of Work is Autonomous Teams

Lesson 1.1: The Global Context and the External Drivers of Change



Lesson 1.1: The Global Context and the External Drivers of Change


Key Takeaway

External strategic drivers help you uncover new business opportunities and provide advanced warning of significant risks and threats. Exploit changes (opportunities) or defend against them (threats) better than the competitors.

Internal strategic drivers should be assessed regularly in order to ensure that the organization is monitoring the emerging factors for change and to prevent the organization becoming complacent.

PESTEL is an external environment analysis framework many times used in Strategic Foresight that helps guide your monitoring of the organization's external environment for signals and inflection points.

Strategic Context is everything and the volatile and uncertain environment needs a new operating model!



In a world of **rapid disruption**, established businesses are looking to change their **mindsets** and find new **ways to reawaken or accelerate their talent for innovation and change**. But it can't be done overnight. You need to create a business **ecosystem** that provides a dynamic space where teams, new and existing, can come together **to learn, foster business innovation at speed and scale** to generate value swiftly.

Break

