

AGILE LEAN AND GREEN

**SIMULTANEOUS
ENVIRONMENTAL,
ECONOMIC AND SOCIAL
RESULTS.**

A HOW-TO GUIDE





5 STEPS TO CREATE A WIN-WIN

WIN-LOSE OR A WIN-WIN?

Traditional thinking is one of environmental gain and economic and social loss. You can give or gain results in one but will impact the other.

Thankfully this has been disproven globally through organisations deploying an Enterprise-Wide Agile/Lean and Green approach.

01

**SENIOR
LEADERSHIP**

02

**MEANINGFUL
VISION**

03

**CULTURE &
BEHAVIOUR**

04

**STRATEGY &
CULTURAL
DEPLOYMENT**

05

**INTERCONNECTED
VISUAL MEETINGS**



01

SENIOR LEADERSHIP AWARENESS AND COMMITMENT

This is the first and most crucial step in achieving simultaneous environmental, economic, and social gains. Senior leaders must know the symbiotic relationship between environmental, economic, and social improvement. Many are still caught in the win-lose mindset. To gain their commitment, there are two key actions here:



Place yourself in their shoes.

Ask your leader open questions and seek to understand their goals and aspirations personally and for the organisation and the current challenges they perceive in getting there. When you review the information you gain, the answer will often be apparent on how to gain their commitment.



Seeing is believing.

Taking senior leaders to see organisations similar to their own that have achieved results with Agile, Lean, and Green is a significant step in helping leaders cement an idea or process for their organisation.





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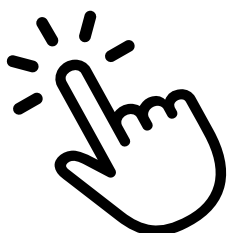
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02 MEANINGFUL VISION

A meaningful vision will create a shared sense of purpose and direction for the organisation. The vision should be clearly visualised and promote the win-win for people, profit and the planet.

“ FOR OUR CUSTOMERS, PEOPLE AND THE PLANET, WE WILL DEVELOP AN ALIGNED AUTONOMOUS ORGANISATION THAT IS CONTINUOUSLY IMPROVING AND INNOVATING AT ALL LEVELS EVERY DAY FOR CUSTOMERS, OURSELVES, OTHERS AND THE PLANET. WE AND OUR CUSTOMERS WILL BE FIRED UP BY THE DIFFERENCE WE ARE MAKING. WE WILL GET THERE BY DEPLOYING OUR VERSION OF AN AGILE ENTERPRISE JOURNEY. ”



02

MEANINGFUL VISION FORMULA

- 1 Our (Whom are we serving)
- 2 Why will we do this? (Heart/Emotion)
- 3 What will they be doing?
- 4 What will they be experiencing?
- 5 How will we do this?

“

OUR FRONT LINE TEAM MEMBERS WILL BE ABLE TO FLOW INTO WORK WITHOUT STOPPING, THEY WILL FEEL SATISFACTION IN BEING ABLE TO START DELIVERING MAINTENANCE VALUE FOR THEIR CUSTOMERS. WE ARE DOING THIS TO SUSTAIN OUR SITE FOR OUR PEOPLES JOBS. WE WILL ACHIEVE THIS BY WORKING WITH THE TEAMS TO UNDERSTAND THEIR PROCESS AND ITERATIVELY EXPERIMENT WITH THEM, USING TECH APPROPRIATELY TO ACHIEVE FLOW. WE ARE DOING THIS TO SUSTAIN OUR SITE FOR OUR PEOPLES JOBS. ”



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#11 WITH KEIVAN ZOKAEI

How to create happiness and achieve excellence for your
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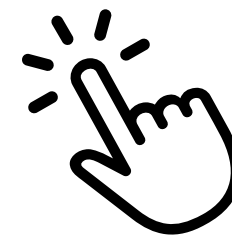
#28 WITH KEN WEBSTER

#28 Achieving Environmental Excellence through the Circular
Economy with Ken Webster.



#43 WITH GWENDOLYN GALSWORTH

#43 I-driven visual leadership with Gwendolyn Galsworth.



#65 WITH KEIVAN ZOKAEI

#65 The symbiotic relationship between environmental and
economic improvement, with Dr Keivan Zokaei



#125 WITH DAVID STANNARD

#125 The Power of Vision with David Stannard



The organisation's culture and behaviour must be aligned with its vision and goals.

Leadership behaviour at all levels of the organisation will help or hinder an Agile Lean and Green Journey. Because of this, creating a culture that promotes sustainability and encourages employees to adopt environmental practices in their work and personal lives is vital. It also requires leadership to look at their values/principles and define the behaviours they need to improve to help the organisation build agility towards a better future.

03

CULTURE OF SUSTAINABILITY

DEFINE IDEAL BEHAVIOURS



FRONTLINE

What behaviours do the frontline employees need to demonstrate in order to live their vision?



MIDDLE MANAGEMENT

Middle managers must define their ideal behaviours to reflect their unique vision, and also drive results at the frontline.



SENIOR LEADERSHIP

Senior leaders must define their own behaviours that drive middle management and frontline results.

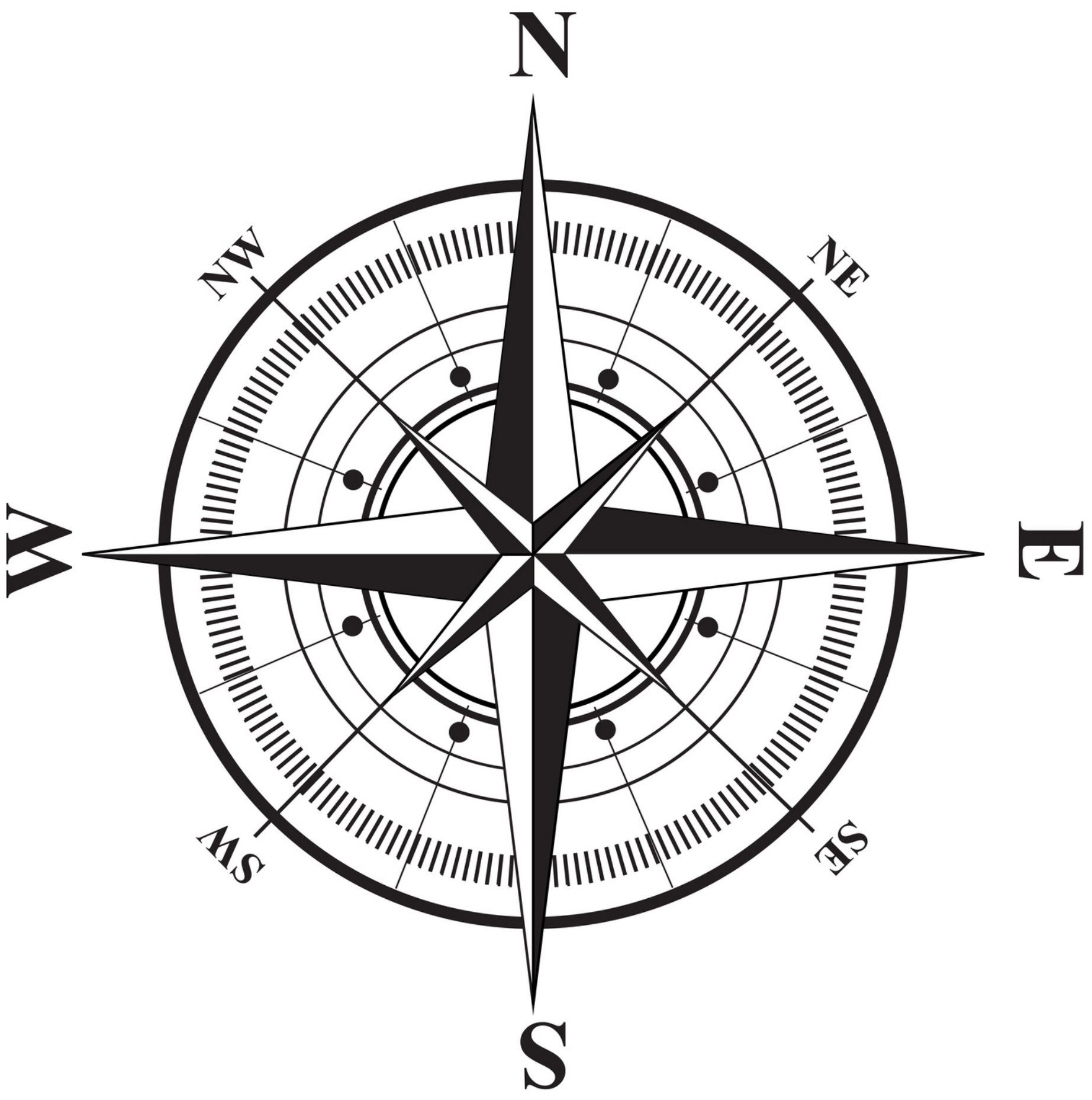
03

We begin defining behaviour at the frontline because the front line creates value for customers and is where most of the environmental impact occurs. Ideal behaviours must be connected to the organisational vision/mission to ensure alignment.

STRATEGY & CULTURAL DEPLOYMENT

EACH ORGANISATIONAL LEVEL HAS ITS OWN PLANS.

Vision, mission, goals, and strategies developed at the senior level are often confusing or irrelevant in the minds of front-line employees. They can't see how they are impacted and hence do not alter their behaviour. To avoid this, strategy and cultural deployment is critical. Help Middle Management and then front-line teams understand the top-line vision, goals, and strategies. Invite them to have input which will likely result in some alterations. Then help them form their own plan on a page, their own aligned vision, mission, goals and projects/actions. Plans become more action-oriented as they cascade. Ensure that all plans are aligned North, South, East, and West. North-South means aligned from the board/executive to the front line. East-West means aligned from suppliers through internal suppliers, customers and external customers. This East-West alignment drives improvement to enhance collaboration and flow, ultimately resulting in improved results for customers and the planet.





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How to engage and support the front line in continuous improvement, with Jim Glover



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[#17 WITH JON LINDSAY](#)

#17 Joining up the organisation to create alignment, flow and performance with Jon Lindsay.



[#70 WITH JEFF SUTHERLAND](#)

#70 How to create an agile organisation using Scrum@Scale with Jeff Sutherland, Part 1



[#71 WITH JEFF SUTHERLAND](#)

#71 How to create an agile organisation using Scrum@Scale with Jeff Sutherland, Part 2





SUSTAINABILITY



05

INTERCONNECTED VISUAL PERFORMANCE MEETINGS

Establishing interconnected visual performance meetings enables the organisation to monitor its progress towards achieving its economic, social and sustainability goals.





SOUTH TO NORTH, WEST TO EAST

These meetings need to connect South to North, West to East and include small teams of people who are interdependent/rely on each other to achieve results. South to North means connected from the front line to senior leadership.

It is crucial that any impediments for the frontline can be escalated to the appropriate level of visual performance meeting to be dealt with. The West to the South is alignment across the value stream of teams to enable rapid collaboration and flow of issues and ideas for improvement.

MORE INFO ? CONTACT US.



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Download our Lean & Green Game Plan or Systems Boundary Map by logging into our website and going to Resources.



We look forward to chatting with you about how we can help with your Agile, Lean & Green journey.

