



OVERVIEW

QUESTIONS	TRANSFORMATION LEVRS	KEYS TO SUCCESS
WHY? WHY NOW? <i>What is happening in the world around us?</i>	Imperatives	Adapt or Fail Remain Fit for Purpose
WHEN? What is happening in the world around us? <i>How are we doing?</i>	Crossroads Winds of Change	Junctures Drivers
WHAT? <i>What business are we in</i> <i>How are we doing?</i>	Shifts: Deliverables & Focus Partnering Strategies	Outcomes, not Activity Systems, not Silos: Partnering
HOW? <i>What is the deliberate path we need to take?</i> <i>How will we get there?</i>	Avenues Formula	Directions Blueprint
WHO? <i>How will we get there?</i>	Stakeholder Mobilization	Engagement Distributed Leadership

BUILDING OUR FUTURE LAB

LAB SUMMARY DOCUMENT		
WHY? WHY NOW Imperatives What is happening in the world around us? 	Adapt or Fail <i>Questions</i> How is VUCA affecting AHS? What are the top 3 areas where AHS urgently needs to adapt?	Remain Fit for Purpose <i>Questions</i> What is your purpose? Is changing? Current trend: healing mind, body and soul If not, how to stay true to it and adapt delivery?
WHEN Crossroads Winds of Change What is happening in the world around us 	Junctures Life Cycle Turning Points <i>Questions</i> How to fully understand current state(s) and agree on diagnostic? How to adapt leadership practices accordingly?	Drivers Pain & Gain <i>Questions</i> How to leverage both drivers appropriately and effectively? Instead of waiting for pain, how to transform more often for gain?

<p>WHAT</p> <p>Paradigm Shifts</p> <p>Partnering Strategies</p> <p>What business are we in and how are we doing?</p> 	<p>Deliverables</p> <p>Outcomes, not Activity</p> <p>Questions</p> <p>How to define system wide outcomes and specific metrics with stakeholders' input?</p> <p>How to help employees connect individual and team deliverables to the vision, strategy and action plan?</p>	<p>Focus</p> <p>System, not Silos: Partnering</p> <p>Questions</p> <p>How to select the right level of interaction for a given initiative?</p> <p>How to set up a collaboration architecture that build capacity: processes, support, skill building, accountabilities etc.</p>
<p>HOW</p> <p>Avenues</p> <p>Formula</p> <p>What is the deliberate path we need to take? How will we get there?</p> 	<p>Directions</p> <p>Questions</p> <p>Given the directions pursued by AHS:</p> <p>How to provide the architecture, support and processes to ensure success?</p>	<p>Blueprint</p> <p>Questions</p> <p>How well articulated and understood are our D, V and F in general?</p> <p>What can we do to enhance clarity and buy in?</p> <p>Food for Thought: Formula can also be used for projects</p>
<p>HOW</p> <p>Stakeholder Mobilization</p> <p>How will we get there?</p> 	<p>Engagement</p> <p>Questions</p> <p>Engagement is already happening at AHS.</p> <p>How to turn it into a way of life?</p> <p>What are the priorities for next steps?</p>	<p>Distributed Leadership</p> <p>Questions</p> <p>AHS has already embarked on a distributed leadership journey.</p> <p>How to further empower front line leaders?</p> <p>What are the priorities for next steps?</p>