

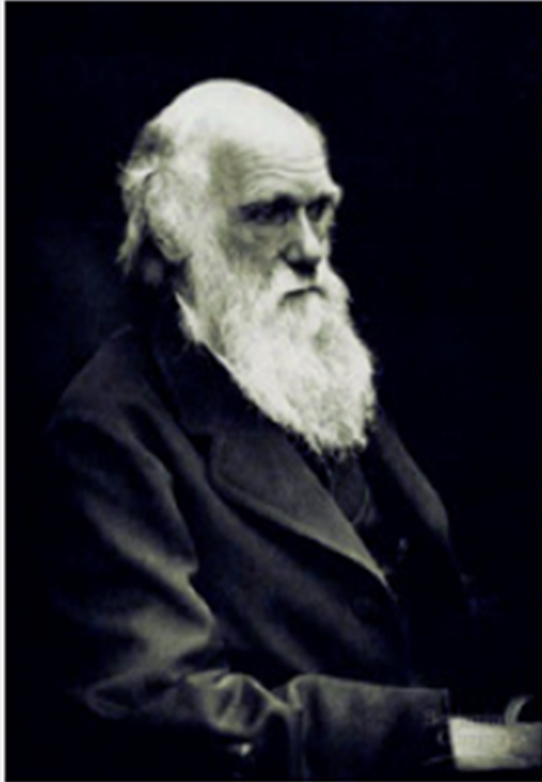


CHANGE, personal reflections

Monica Menz

EiB Meeting, Amsterdam, November 2019

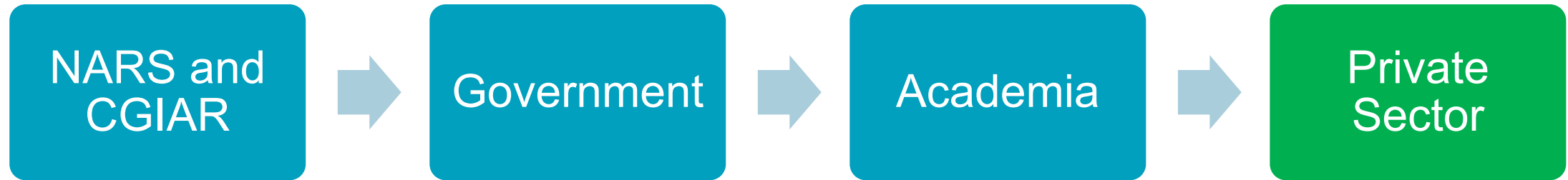
Innovation and the Ability of Survival...being competitive and impactful



„It is not the strongest of the species who survives, not the most intelligent, but the one most responsive to change.“

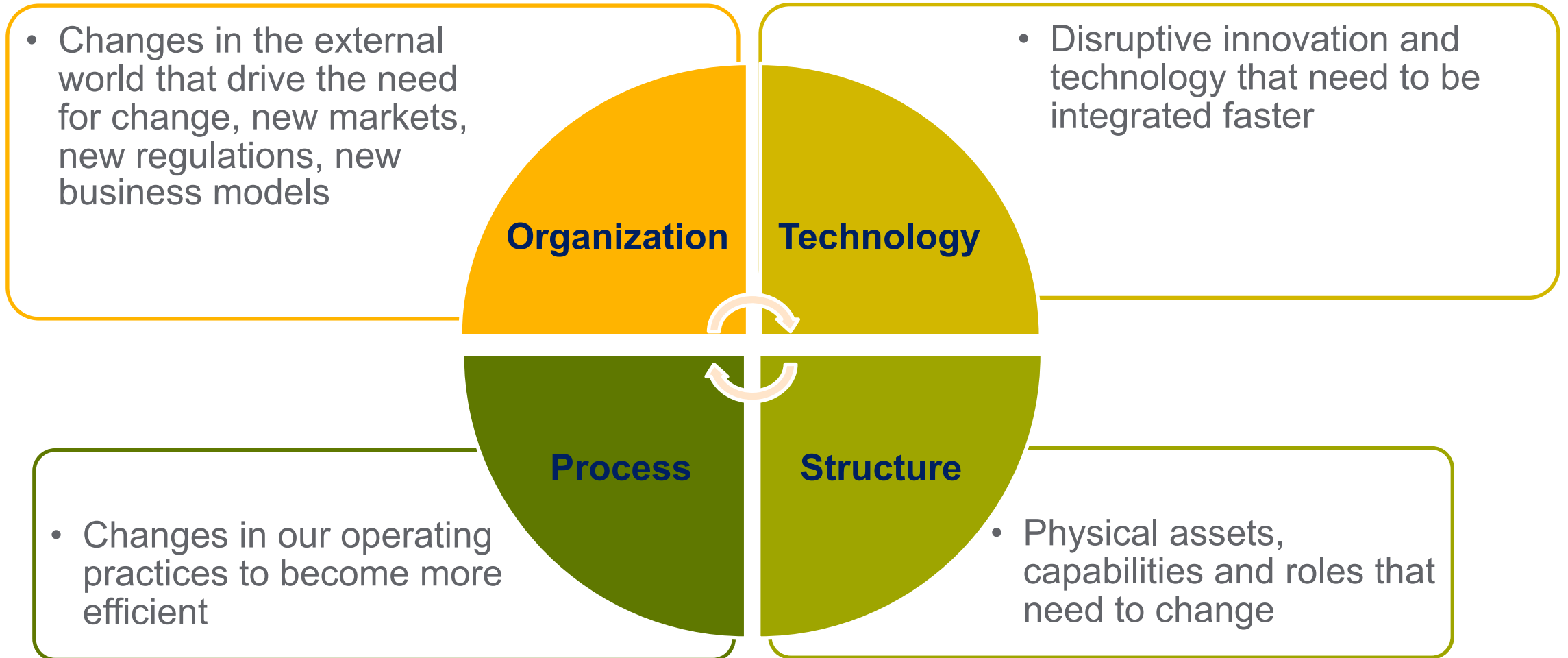
Charles Darwin (1809 – 1882)

Continuously exposed and affected by CHANGE



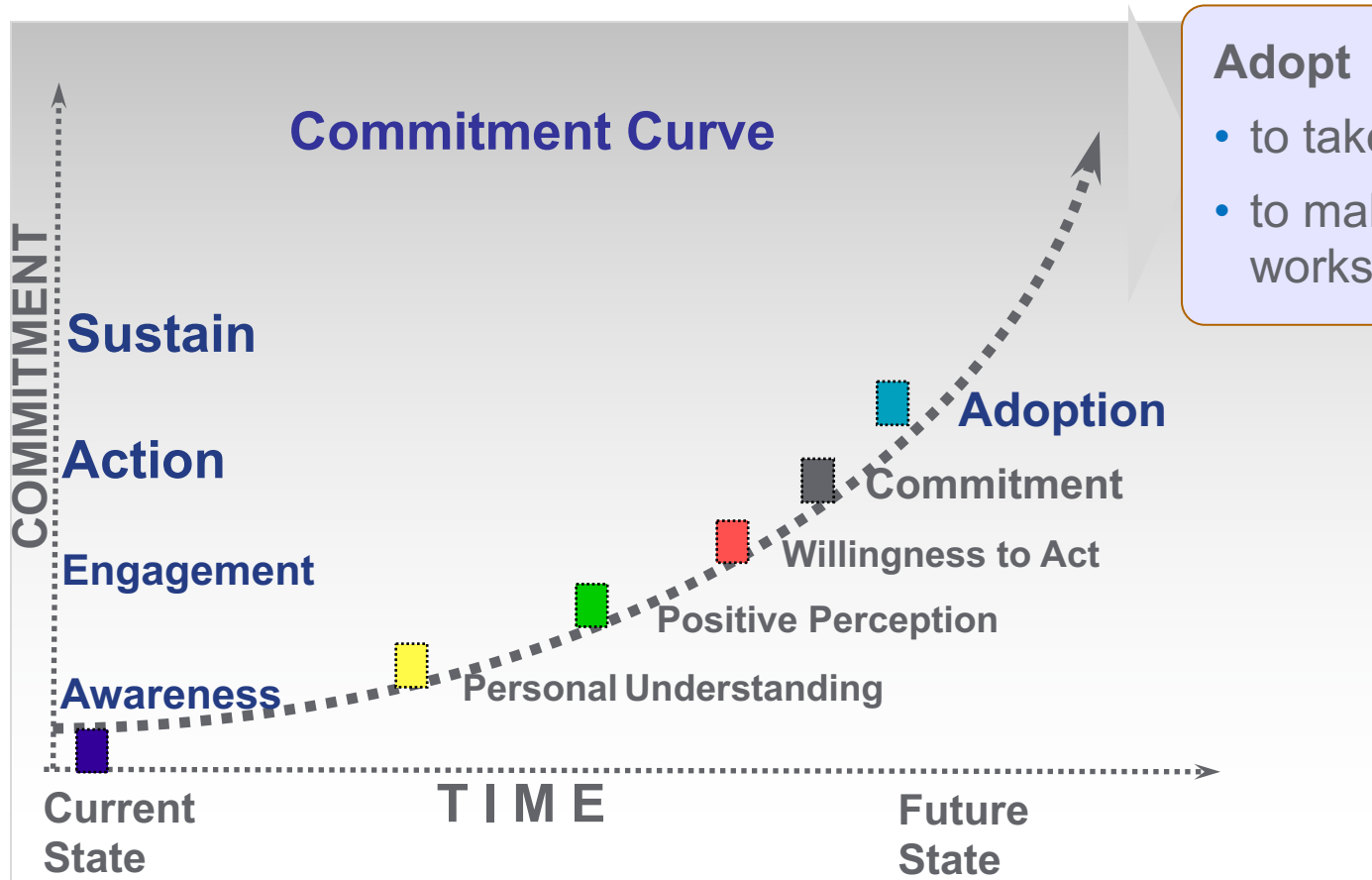
Changes in the private sector are more frequent, profound and implemented faster

Blueprints of change(s): Efficiency, Collaborative Network and Culture



‘Everybody loves progress but nobody (or few) likes change’

- Change affect people



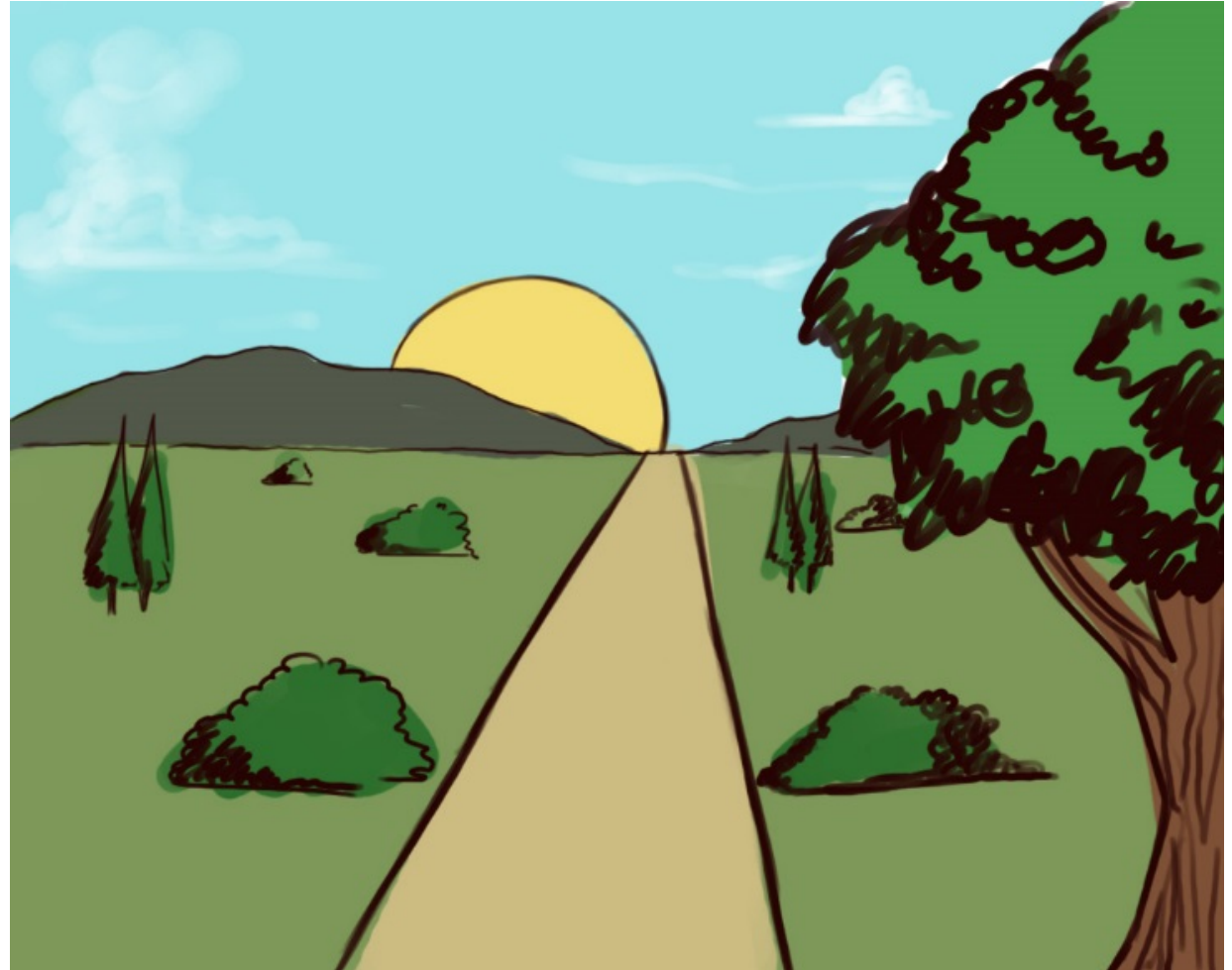
Adopt

- to take up and practice or use
- to make a part of the way one works



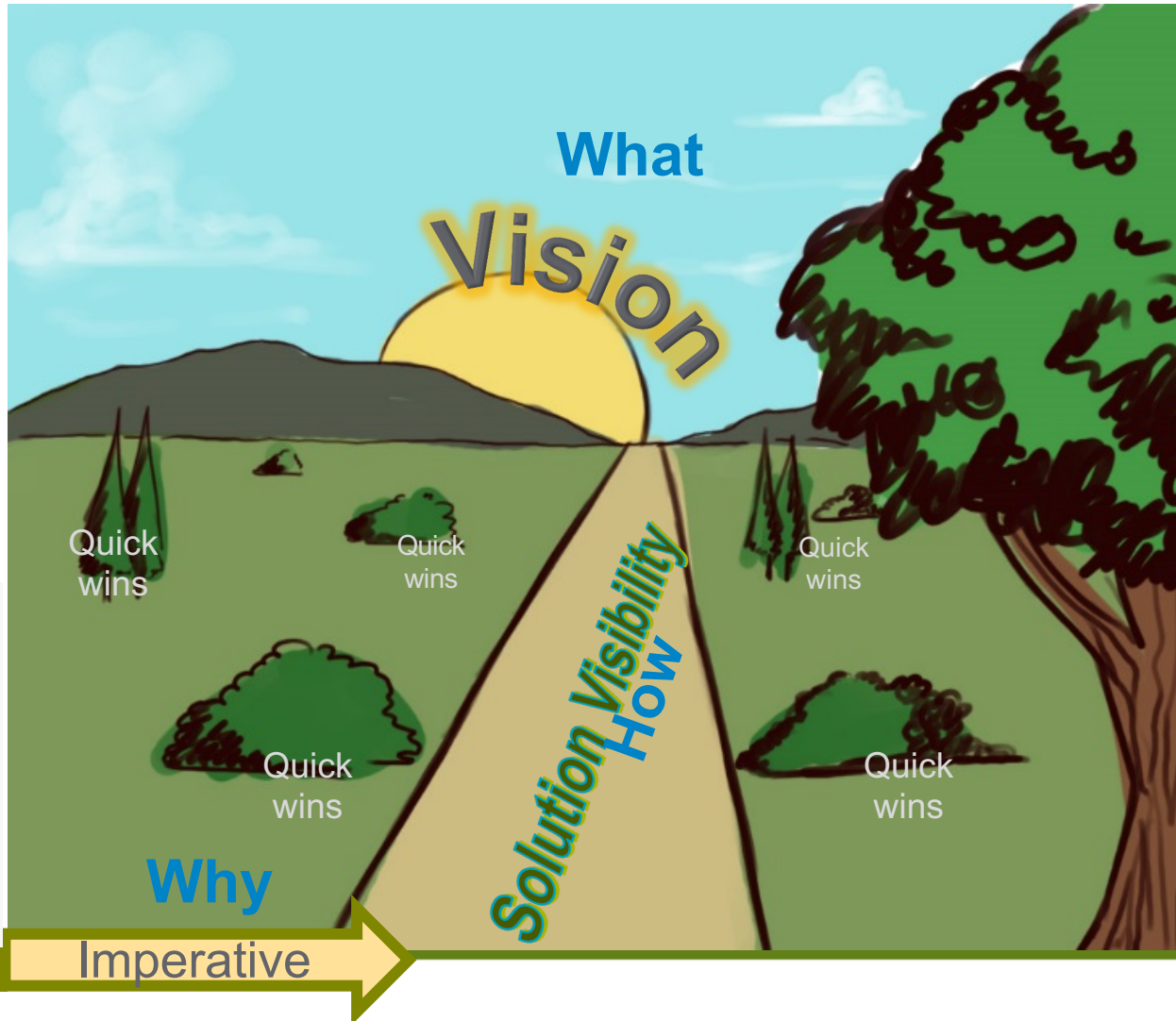
Vision

- Shared Change Purpose
- Creating and sharing a **compelling case for change** that drives the early urgency needed for success
- WHY change, why NOW,
- How Good looks like
- Who will be impacted...vision **become personal**



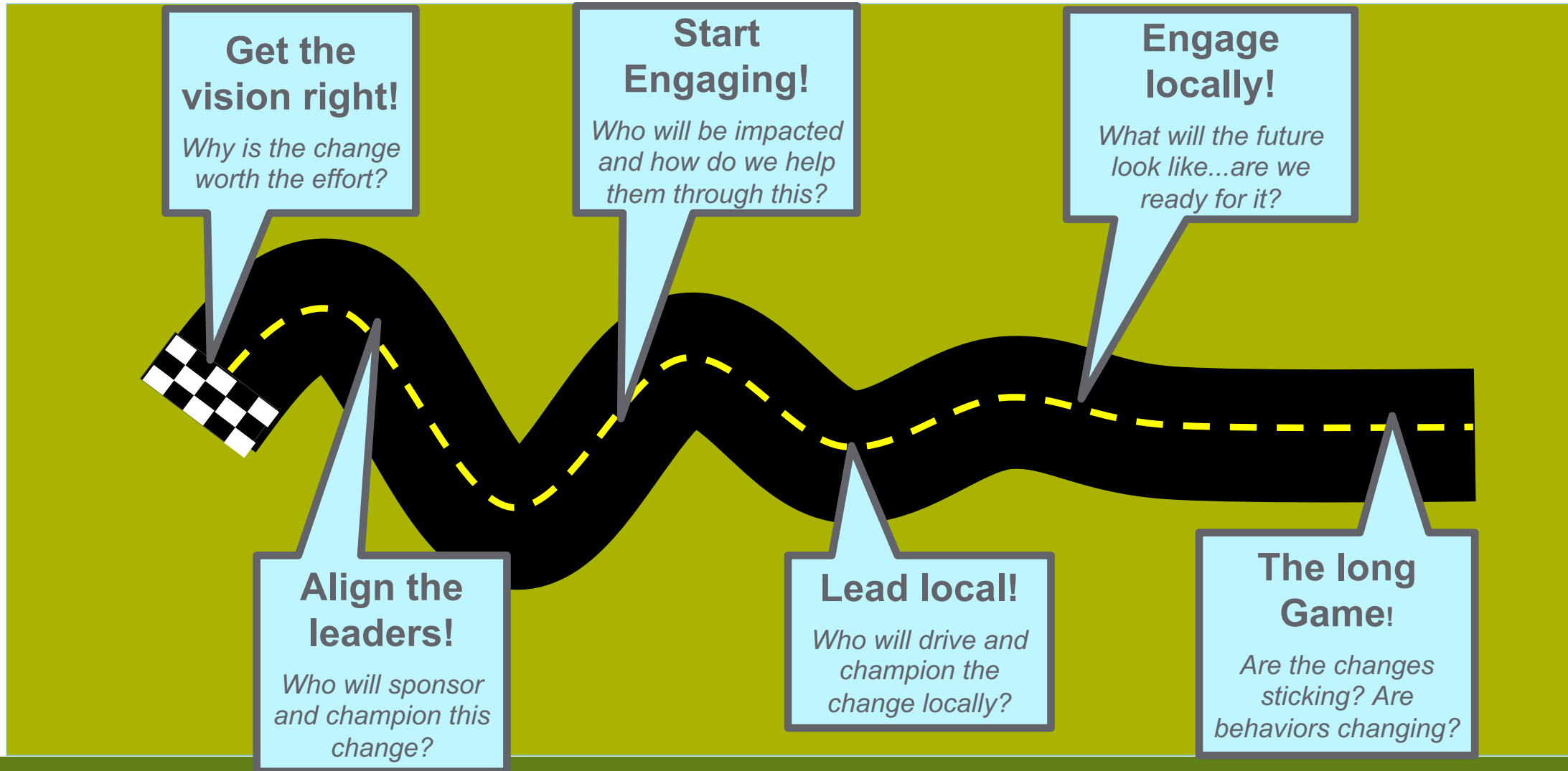
Co-ownership of the implementation / execution

Vision x Dissatisfaction x First Action + Others + Competencies > Resistance (Jonathan Shaver)

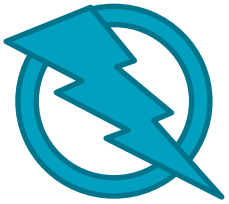


- Solution Visibility
- Involving people sooner to enable ownership
- Culture of cooperation and networking
- What new skills, process, structures and technology are needed?

Change Roadmap: doing it right- bumpy road ahead!



Change foster positive effects on the culture of the organization



Generates Positive Energy for change

Builds confidence in own strengths

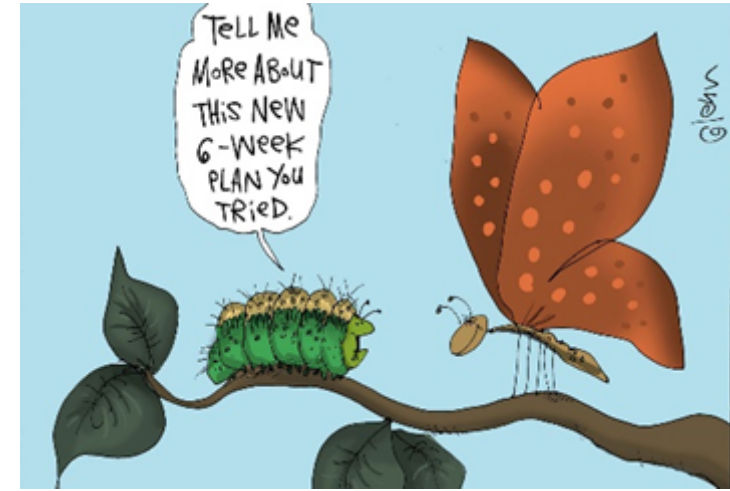


Allows learning and development across the organization

Strengthen networking through communication



Promotes a collective process thinking and engagement



...at the end is all about leadership

"Have no time. Must work"



- Effective leaders are **catalyst of change**
- EiB is the most ambitious initiative to promote deep changes in the CGIAR system
- Each of you have a major role on its design and implementation

Thanks and best luck with EiB as catalyst of change in breeding

