

15 - T3 - 6960 - Tab 8 - Realignment - Charts

OUTCOMES

- IMPROVE RELATIONSHIPS
- LEARN & DO
- UPGRADE ACCOUNTABILITY
- UNDERSTANDING REALIGNMENT

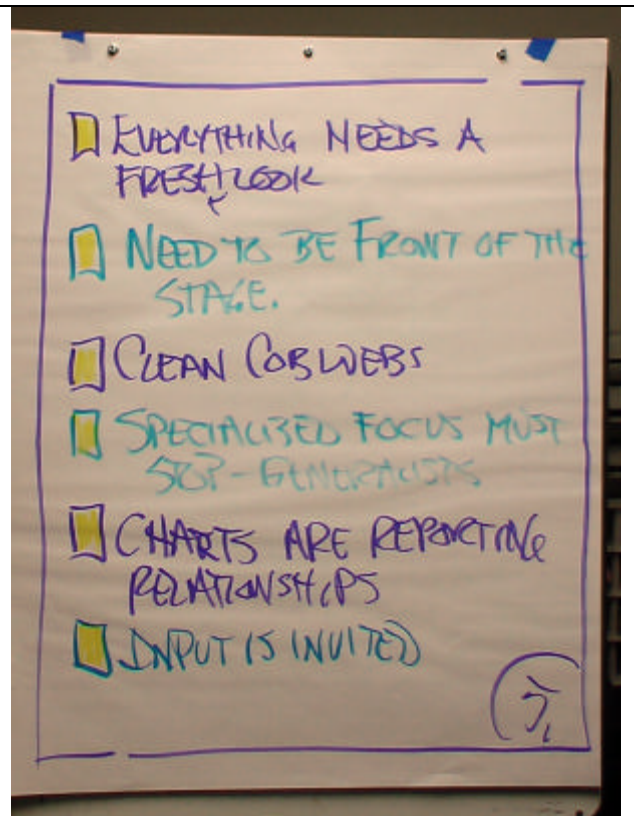
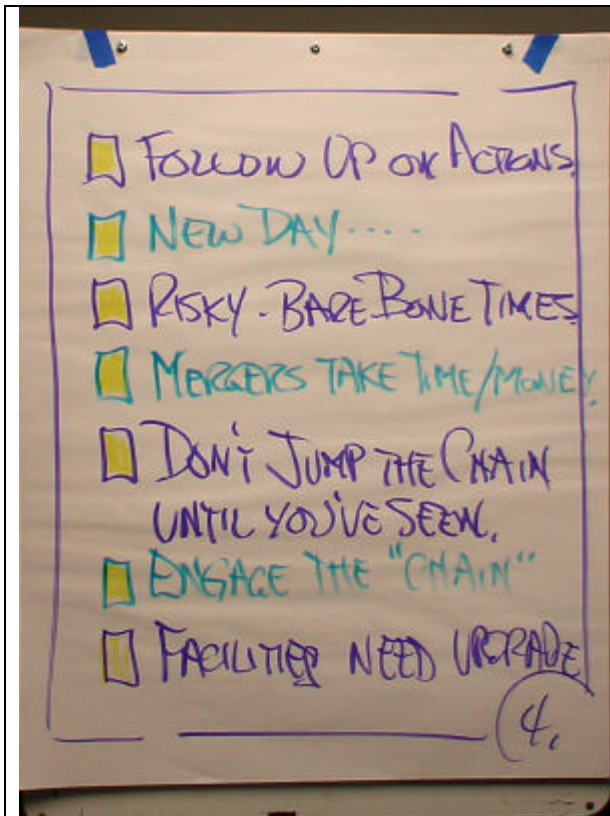
AGENDA

- SETUP (SAME AS USUAL)
- MR WILSON
- TASK-QUESTIONS/ANSWERS
- TASK 1 - IN GROUPS BY TABLES
- REALIGNMENT LECTURE
- TASK 2 - INDIVIDUAL WORK
- END STUFF

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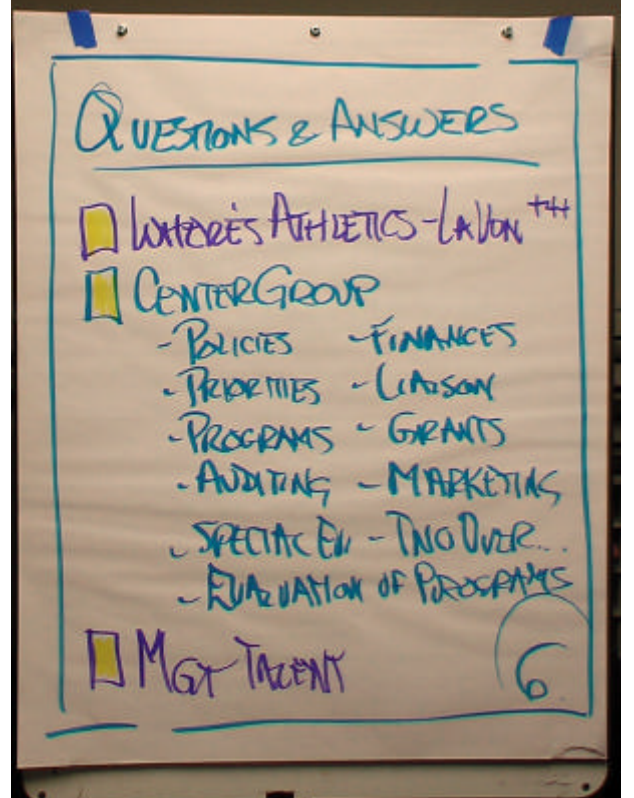
- APPRECIATE COMMITMENT
- FINANCIAL FOCUS (TOP 5)
- THINK OUT OF BOX TODAY
- BETTER STRUCTURE FOLLOW-THRU
- PLANNING / EXECUTION
- BACK BURNER PERSONAL

- FUTURE FOCUS
- HABIT
- NEW ASSIGNMENTS
- NEW REPORTING STRUCTURE
- OPEN & HONEST
- INVOLVE ALL THE TALENT
- GOLF - FINANCIAL SKILL
- WORK TOGETHER
- ON TIME - ON TASK



Took a break at this chart and let everyone roam around to the three tentative organization charts (magnets and white board).

Reconvened for questions and answers that follow:



- THINK ABOUT IT OVER HOLIDAYS
- IF "NAME" IS MISSING - DON'T WORRY
- WINNIE/DONN/LAVON MUST WORK TOGETHER.
- FORCE TIME TABLES/TIMELINES
- CAN'T "RUN" IT ALL (JIM)
- ACCOUNTABILITY!!! (7)

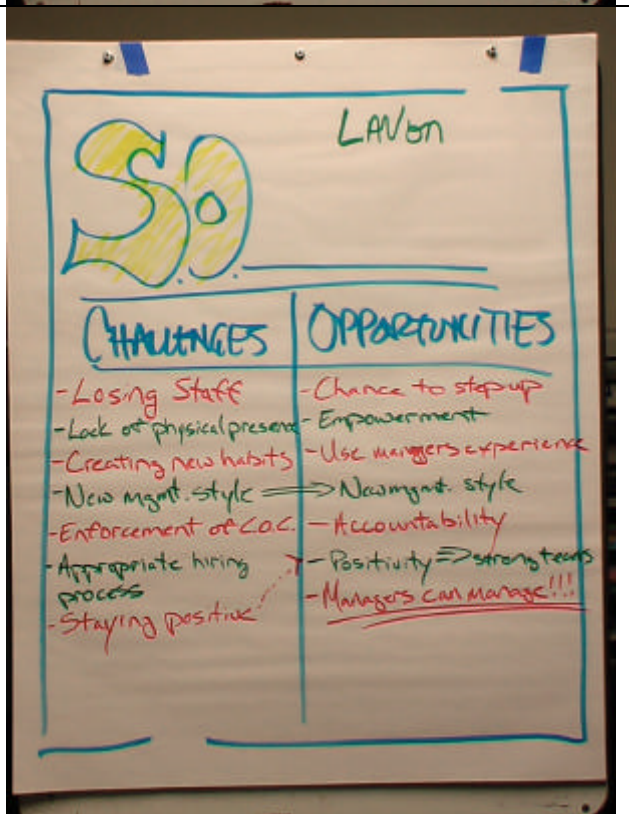
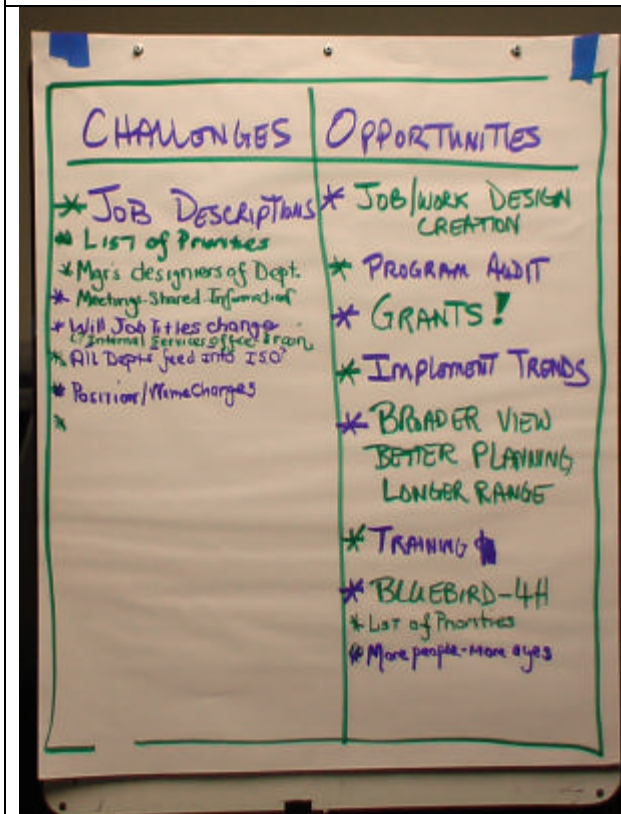
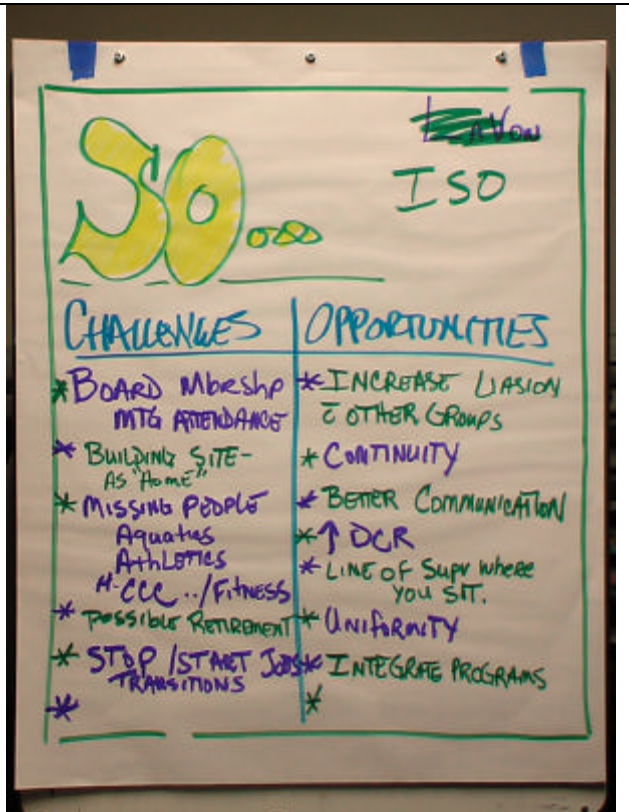
- SAVE JOBS - ^{SHOW BEST DEP}
- GC - Manage UNDER BUSINESS
- FORMULA - NE/SW
- START AFTER HOLIDAYS (LOTS OF DISCUSSION)
- MOSES "LIKE"
- TRIED FOR "15 MOS" AND w/o ACCOUNTABILITY NOTHING WILL CHANGE. (8)

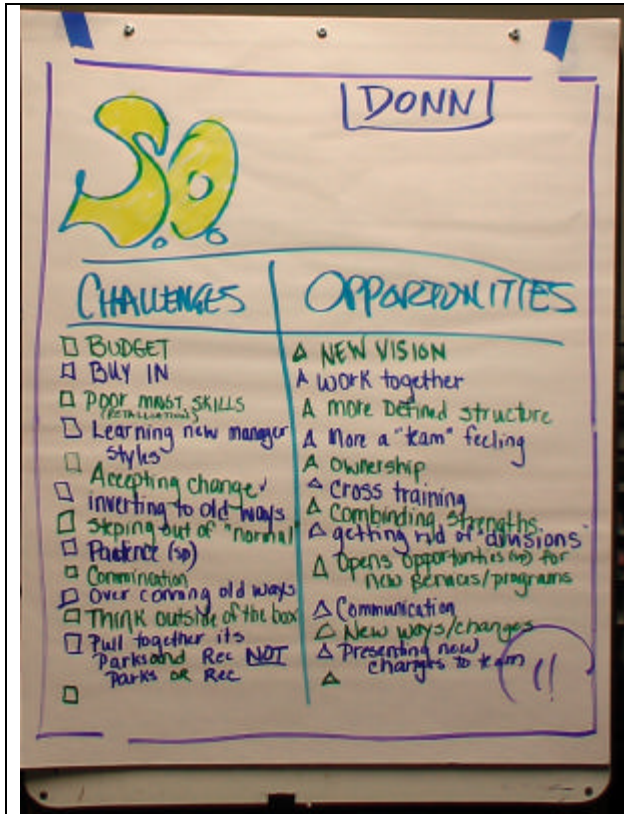
- DETAILS TO BE WORKED OUT - BY "US"
- TERRITORY HAVE ACCOUNTABILITY UTILITY - RESPECT CROSSER BOUNDARIES
- STILL TO BE TUNE-TUNED. WE HAVE THE ANSWERS.
- KNOW ITS A STUCK
- SHIFT TO RESPONSALIZE. (9)

- START AND END DAY TERRITORIES. WORK HAS NO BOUNDARY.
- JIM NEEDS EXERCISE.
- PRIORITIES LINK DOWN
- FULL SERVICE - NOT TERRITORIAL.
- BE THE CONDUIT TO MAKE THE DEPT. BETTER.
- BUDGET AN EXERCISE IN AUTONOMY. (10)

Formed three break-out groups for those tentatively assigned to each new organization "box" to discuss the "Challenges" that need to be addressed during the Transition Period (early January through late June) as well as the Opportunities that can be realized in the new structure.

During the holiday break, participants are asked to give some thought to the actions that might be necessary to bring this realignment/restructuring to life.





Thirty-eight Framed Beliefs Sets were distributed to those present (and some not present).

This Beliefs Set was established in December 2008 by a group that convened at Grundland for this purpose. It was staffed across the organization and updated several times. The final version was approved the LMT in May 2009 but never distributed until the December 16th 2009 T3.

It will be highly likely that this form will be revised again because of the realignment and restructuring currently under way. Each element of the organization is likely to have a slightly different Beliefs Set by the end of June 2009.

Also, elements will have a unique Strategy Bridge and Work Regimen (See T3 Manual, Tab 8 and Handout provided at T3).

