

RGB - Progressive Design Matrix

The following chart represents the most popular connectivity between the RGB and complementary models used for the most common organization capacity development work. The Red, Green, and Blue colors are used to illustrate clearly how an understanding of these color-types helps accelerate and improve the quality of *progressive design* activity by aligning those best qualified individuals or groups with an essential activity.

Once users have an easily acquired fundamental appreciation for RGB, it is quickly translated into a wide range of typical organizational activities and essential corresponding behaviors.

E	Team Building and Diversity	Planning	Matching Tasks with Talent	Retreats and Meetings	Change Management	Realignment	Leadership Transition	Organizational Learning	Best Practice Adoption	E	
	Openness	Ownership	Team	Commit to Action	Evaluate	Belief Set	Cultures	Apply	Results		
		Magnitude	Weight		Implement		Relationships	Clinic	Event		
	Control	Resistance	Time	Plan	Form Teams	Strategy Bridge	Tasks	Generalize	Condition		
		Resources	Tasks	Reflect	Plan		Follower Profiles	Examine	Instrument		
	Inclusion	Methods	Self	Theme(s)	Coaching Lab	Work Regimen	Leader Profiles	Concrete Event	Research		
		Outcomes									
	Data Collection										
D	Orientations	Design Team	Collect Data	Analysis/Synthesis	Feedback						D
C	Early-on Continuation Decisions										C
B	RGB 2-Hour Workshop Design										B
	Red			Green			Blue				
A	 PROVIDER NETWORK Read from the bottom up!										A

A fundamental appreciation for RGB is normally acquired in a two-hour session when RGB WorkStyle Preference Inventories have been taken in advance. From this initial session, facilitators will be able to accelerate schedules for future events that use RGB as a foundation.

Understanding the RGB helps participants in *progressive design* events know what is expected of them. It also better prepares them to participate in assignments specifically designed to take full advantage of their individual RGB Profile and their group RGB Composite Profile. Participants spend more quality time participating in tasks(s) for which they are best suited to make the most value-added contribution possible.

Progressive Design Matrix Explanation Guide

The Who, What, When, Where, Why and How of *CapacityWare™* Technologies.

QWLC and Certified Network Practitioners...

measure thinking patterns that yield predictable behaviors so as to

foster self and interpersonal awareness resulting in a reliable

gateway to rapport that helps create increased capacity and

Quality of WorkLife of employees and associates. The increased capacity helps

find and fix problems at or close to the source resulting in an

increase in the value of an organization's product and service capability delivered to

valued internal and external customers or clients.

A. Provider Network. All Certified Provider-Practitioners undergo continuous training through both residency and online means so that the highest possible products and services are delivered to client organizations. The Network now spans numerous states with a concentration in the Hampton Roads area. Both internal and external Practitioners are involved and support each other's efforts when required for the benefit of end-users. All Practitioners have access to the full range of Technology in an online library and acquire *CapacityWare™ Software* to perform a wide range of change-agent chores.

B. RGB 2-Hour Workshop Design. The foundational 2-Hour RGB Workshop is at the core of every client engagement. The goal is to immerse the workforce and continually expand their knowledge of practical RGB applications through a vigorous online presence and periodic workshops. 100% of our Practitioner Network, both internals and externals come from those who attend and are attracted to what we do.

C. Early-on Continuation Decisions. As the use of this technology begins to influence the organization's culture, the workforce is able to become more involved. Getting the right person in the right job extends their influence well beyond the normal boundaries. The depth and breadth of the involvement must be decided and clarified before the expansion begins. An Early-on Decisions Guide is available for this purpose.

D. Data Collection. A full range of Data Collection options are open to the practitioner so that pre, post, and during the change effort reliable data is available to inform decisions. The instruments are completed both in a paper-based and online mode as the situation demands. All data collection efforts use the features of *CapacityWare™ Software* to process and connect results with reliable follow-through activity.

E. Workshop Follow-through Design Options. The nine most common supplemental workshop designs are depicted with the design segments color-coded so as to indicate the RGB Talents that are best engaged. Engaging the RGB attributes of those with authority and those at the front line of the workforce builds loyalty and adds value. Each of the nine essential designs form a strong interactive set of unified leadership initiatives resulting in an enduring pattern of progressive activities.