



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.

| Planning (Simple and Strategic) | Team Building and Diversity | Realignment | Organizational Learning | Matching Tasks with Talent | Best Practice Adoption | Leadership Transition | Retreats and Meetings | Change Management | |
|--|-----------------------------|-----------------|-------------------------|----------------------------|------------------------|-----------------------|-----------------------|------------------------|------------|
| Ownership | Openness | Belief Set | Apply | Team | Results | Cultures | Commit to Action | Evaluate | |
| Magnitude | | | Clinic | Weight | Event | Relationships | | Implement | |
| Resistance | Control | Strategy Bridge | Generalize | Time | Condition | Tasks | Plan (Future) | Recommend | |
| Resources | | | Examine | Tasks | Instrument | Follower Profiles | | Reflect (Past) | Form Teams |
| Methods | | | Concrete Event | Self | Research | Leader Profiles | | Theme(s) | Plan |
| Outcomes | Inclusion | Work Regimen | | | | | | Feedback | |
| Options | | | | | | | | Analysis and Synthesis | |
| Measures | | | | | | | | Collect Data | |
| Results | | | | | | | | Design Team | |
| | | | | | | | | Orientations | |
|  F O U N D A T I O N  Read from the bottom up! | | | | | | | | | |
| Red | | | Green | | | Blue | | | |

The fundamental appreciation for RGB is normally acquired in a short 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 for which they are best suited to make the most value-added contribution possible.