

# 8 point checklist to see if your affairs are in order to make positive change happen via your internal dynamics

Reading time - 3 minutes

This checklist gives you insights that could lead to change tomorrow. Do you have the feeling that your organization could improve on some of the points in the checklist? But could you use some inspiration on how to do it? And are you curious about a systematic approach that leads to more collaboration? Great, because the next 6 days will become the most inspiring week you'll experience so far.

## The checklist:

### ***Use an employee experience strategy***

A good employee experience leads to more happy, engaged, motivated and productive employees. By investing in employee experience, organizations can realize savings of up to 12.6 percent of their turnover. A positive work experience increases the productivity of organizations and reduces absenteeism and turnover - major costs for employers. This is apparent from the [PwC study 'The benefits of investing in people'](#). The report examines the financial returns (expressed as percentages of revenue) from investments in the elements that greatly influence the way people experience their work.

### ***Position employees to act autonomously.***

This is a crucial behavior at a time when increasing complexity is making it harder for employers to specify every detail about what is expected in a job.

### ***Build initiatives that destroy silos.***

More than ever, we need organizations that can innovate and adapt to the challenges of our time. However, this requires organizations to collaborate across boundaries—across silos that have been built up around functions, departments, and even buildings. We need this to move forward and create a

growth mindset!

□ ***Mobilize an internal innovation network***

The truth is, innovation doesn't spring from a single source or individual. It's a collaborative and communal effort that requires leaders who will embrace and nurture potential, who will pave the way for those who can push the boundaries of what's possible and open up opportunities for creative thinking and risk-taking. To be specific, innovation is about everyone: people of all backgrounds, branches, and functions must take part in the process. Create a group of innovation coaches or kickstart a community builders

□ ***Understand your employees***

As a leader you want your people to unlock new sources of growth and productivity. But they will not just do that. You need to know what motivates the people and you need to understand their point of view to find ways to let them adapt to create new ideas, opportunities and ways of working.

□ ***Cultivate a growth mindset at scale***

Individuals who believe their talents can be developed (through hard work, good strategies, and input from others) have a growth mindset. A company that makes it easy to practice growth-mindset thinking and behavior, such as sharing information, collaborating, innovating, seeking feedback, or admitting errors helps the individuals to develop themselves. This is where an internal network can come in again!

□ ***Use the strength of the organization***

Are you known for your service, innovative strength or production capacity? Or are there many experienced employees in the organization who have freedom of action, or are there more inexperienced employees who receive good guidance? Identify your superpowers and determine how they can be used as sources of inspiration and opportunities for change. Answer the question: How might we use our superpowers to boost cross functional and organizational collaboration.

□ ***Create an internal product/market fit***

Make the network and the organization a relevant match. Use all your answers on the topics above to formulate the needs of your internal market (the employees, managers and leaders) and your solution to help them and the organization to move forward. Answer the question: What touchpoints do we have in our learning journeys that reduces skepticism and gains trust from employees, managers and decision makers?

### **What's Next?**

In the next 6 bitesized lessons you'll learn how you can achieve all these points yourself. We will summarize everything into a blueprint that you can apply to your very own context. This means that we will connect all the dots for you by combining the checklist, strategies, tactics, examples, must read articles and templates and all the different insights from different angles will fall into place.

It will inspire you to take action, iterate and create a growth mindset from the beginning! Tomorrow will be a magnificent follow up because then you will read about ***3 fantastic strategies that never work***. We have seen them happening in hundreds of projects in over 40 different industries for the past 8 years. We help to avoid

the pitfalls and we think it's important to share how these with people like you. See you tomorrow!

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If you liked this content and you're committed to getting a more innovative and collaborative organization, I've got a really great offer for you. I've put some time aside in my calendar to help you solve this problem or get your desired outcome. And you can go ahead and book some time with me [here](#).