# TRANSFORM KNOWLEDGE INTO PRACTICE WITH

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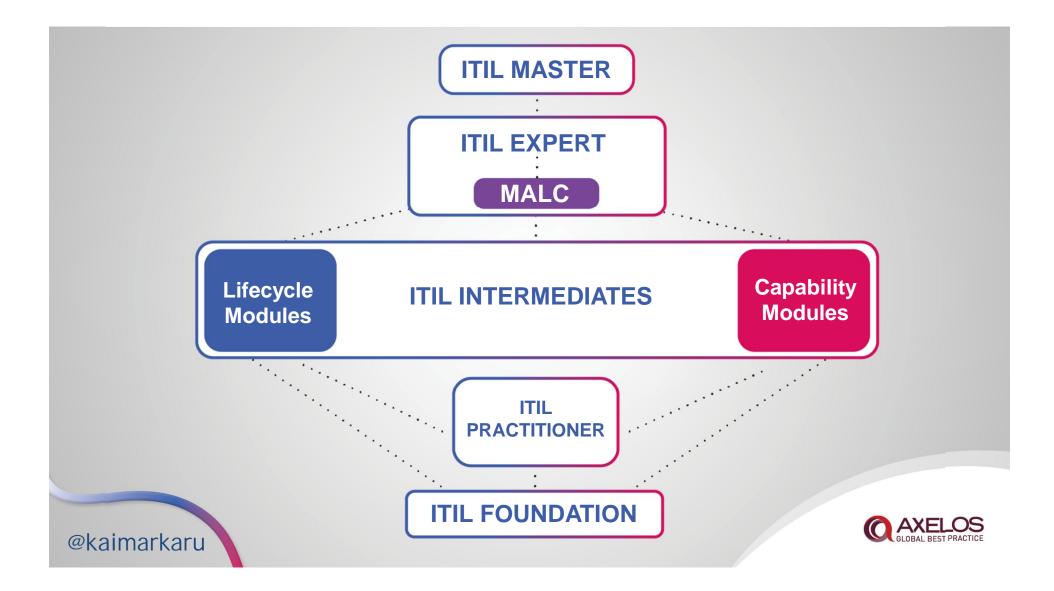
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# More focus on adopt and adapt

Make it relevant to solving business problems We need guidance on the 'how to'





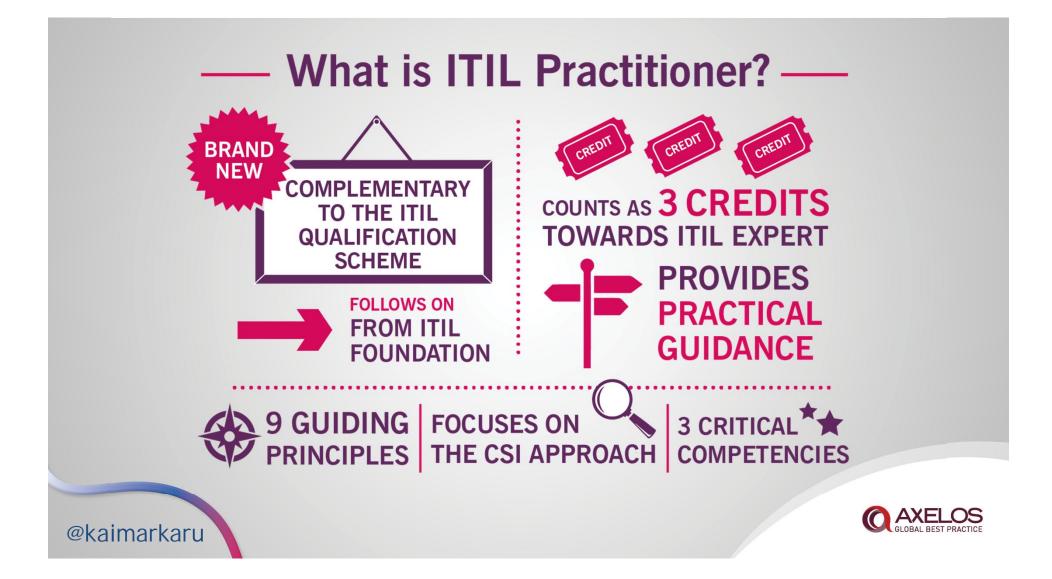
### Introducing the PAT —

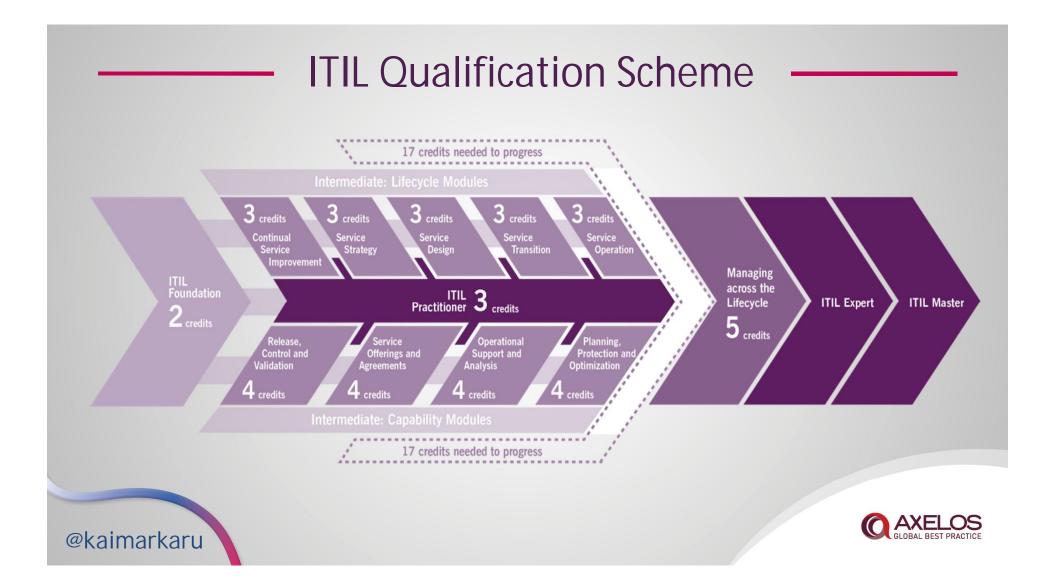
- » Kevin Behr (US)
- » Karen Ferris (AU)
- » Lou Hunnebeck (US)
- » Barclay Rae (UK)
- » Stuart Rance (UK)
- » Paul Wilkinson (NL)

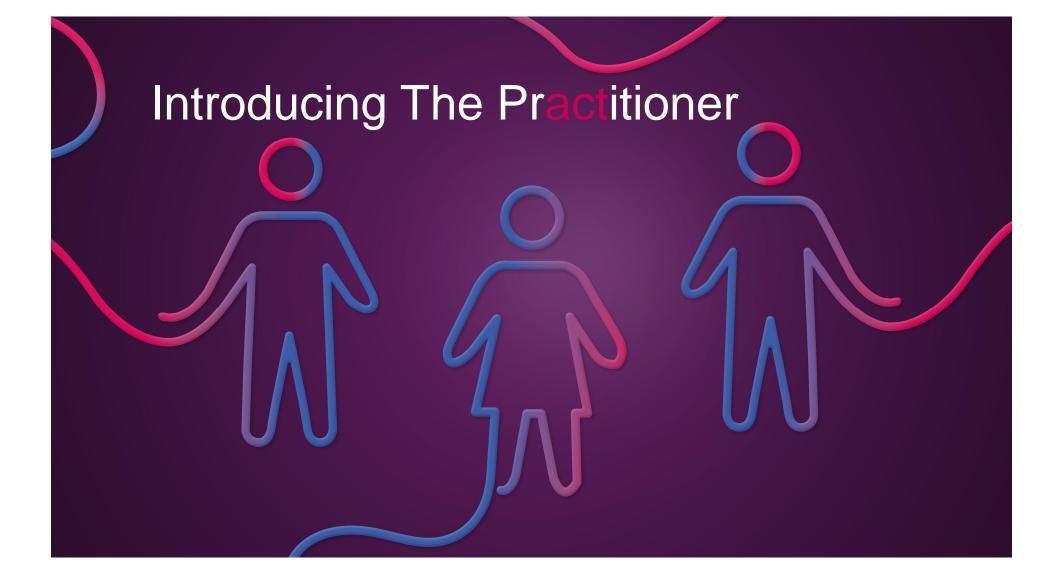


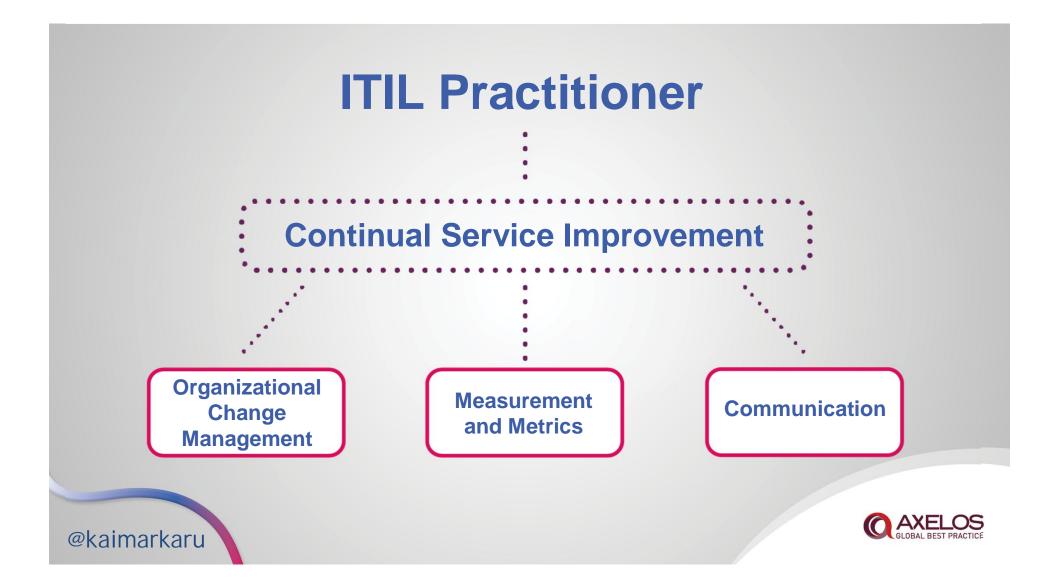






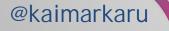






### Organizational Change Management

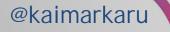
- » A clear and bought-into vision
- » Strong and committed leadership
- » Empowerment and teamwork
- » Willingness to participate
- » Right skills and relevant knowledge
- » A sustainable approach to improvement





### **Measurement and Metrics**

- » Supports validating decisions and assumptions
- » Sets a clear direction for improvements
- » Justifies what we do and why we do it
- » Provides the means of healthy intervention
- » Utilizes balanced, meaningful KPIs
- » Links the vision, objectives, goals, CSFs, and KPIs





### Communication

- » Communication is a 2-way process
- » We are all communicating all the time
- » There is no single way of communicating
- » Timing and frequency matter
- » The message is in the medium



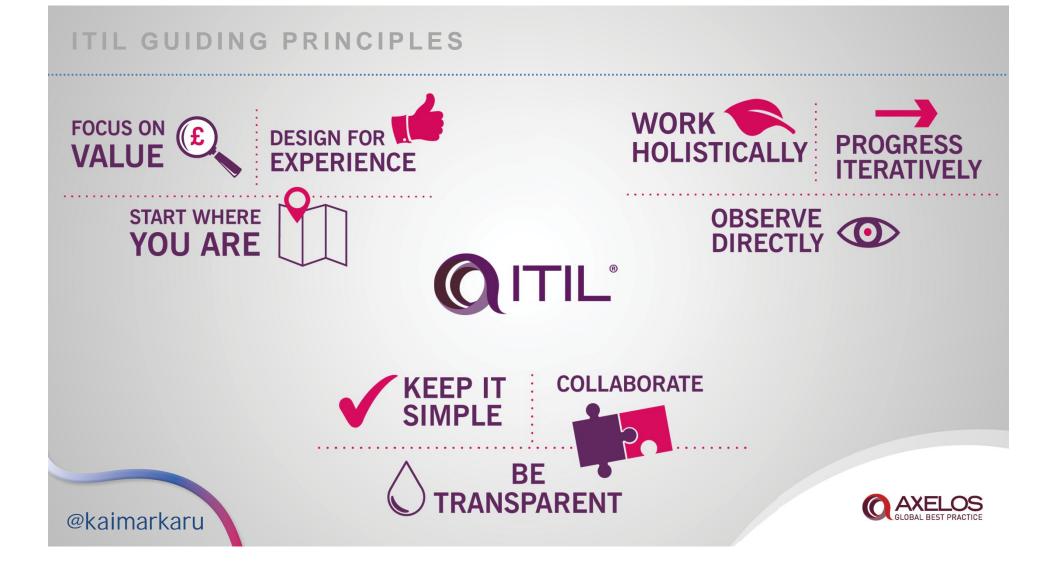


### **Continual Improvement**

- » Understanding the context
- » Assessing the current state
- » Describing the desired state
- » Planning and executing
- » Confirming value delivery
- » Ensuring continuity



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# FOCUS ON VALUE



- » The customer determines what is of value
- » Not all 'improvements' deliver value





# **DESIGN FOR EXPERIENCE**

- » Understand the interactions
- » Walk a mile in your customer's shoes
- » Empathy is the key





### **START WHERE YOU ARE**



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» Understand the vision and the direction

» Seek out the value in what you have

» Leverage what already exists



### WORK HOLISTICALLY

- » Organizations are complex systems
- » Value is co-created through interactions
- » Local optimization != value





### **PROGRESS ITERATIVELY**

- » Avoid 'big bang' change initiatives
  - » Keep each improvement manageable
  - » Keep delivering value, continually





# **OBSERVE DIRECTLY**

- » Understanding context is important
- » Direct observations trump reports
- » Going to the source kills assumptions





# **BE TRANSPARENT**

- » The unknown is scary
- » Missing information is replaced by myths
- » Transparency creates supporters



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# COLLABORATE



- » Understand the end-to-end flow
- » Work with your customers and users
- » Manage your stakeholders





# **KEEP IT SIMPLE**

- » Minimum Valuable Process
- » Minimum Valuable Procedure
- » Minimum Valuable Reporting





#### **ADDITIONAL READING**



#### TRANSFORM KNOWLEDGE INTO PRACTICE WITH

### **(**ITIL<sup>®</sup> Practitioner

