

The
Anticipatory
Organization™

Anticipatory Organization Learning System Post Learning Guide

Burrus
Research®

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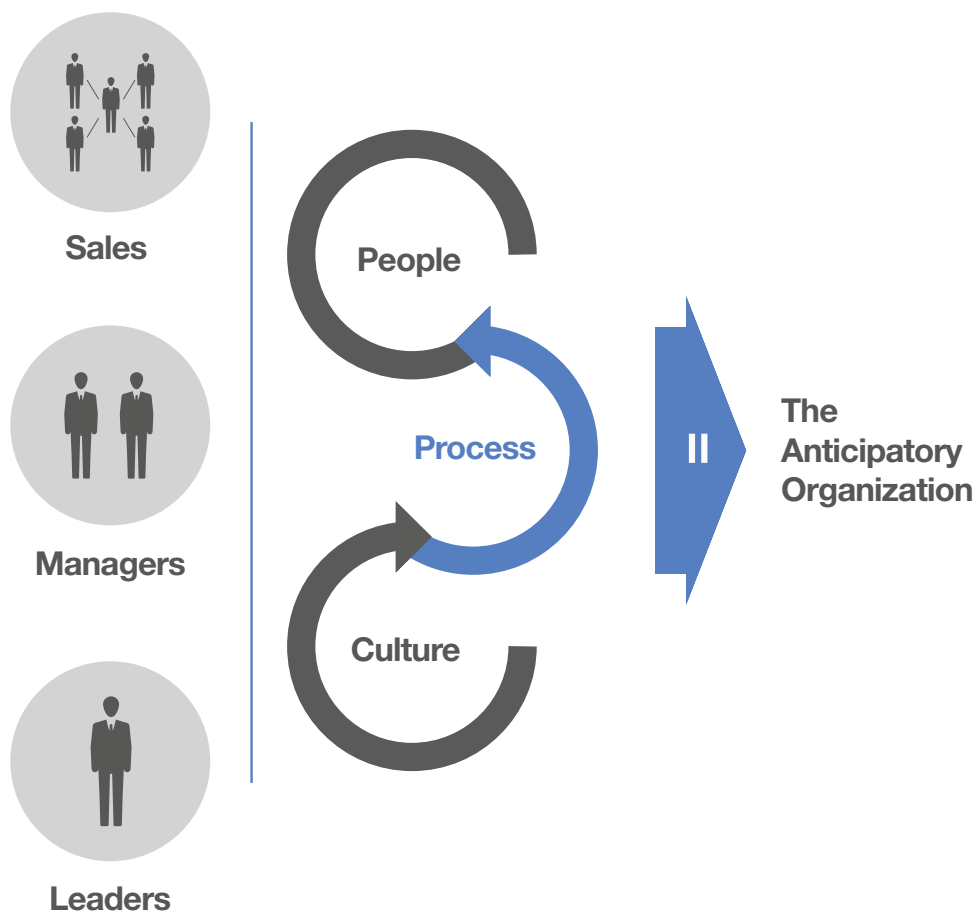
INTRODUCTION

By applying what you have learned from the Anticipatory Organization™ Model, you and your team now have the ability to make bold moves with increased confidence to actively shape your future.

You are now ready to rise above the competition by applying your Anticipatory Mindset to shape your future today!

This Post Learning Guide contains suggestions to help you apply the methodologies learned in the AO Learning System in a future-focused, ongoing way.

This guide can be incorporated as part of your ongoing meetings, whether it be in a small group, a department or the company as a whole. The guide can be applied at any level of the organization.



WEEKLY MEETINGS

- Based on the list of “must-do” action items you and your team identified during your collaborative discussion sessions, share weekly progress metrics with your team and tackle barriers, challenges or potential failures immediately.
- Foster Everyday Innovation. Empower all employees every day to find inventive, easy-to-use solutions to everyday problems, and offer rapid-problem-solving methods to identify and pre-solve problems before they occur.
- At the end of these meetings, participants should walk away with innovative solutions to continue their work into the future.

SUGGESTED AREAS OF FOCUS

*** TRACK YOUR CURRENT PLANS: Are we on track? (think internal and customer)**

As an Anticipatory Planner, if you have not started tracking progress, do so today by using the Opportunity Manager Tool to help map your actions both now and in the future. The benefit of using this tool is the ability to quickly assess your plan of action and schedule the time to think about and actively shape the future. A weekly scan that can identify any trends that would affect current plans before they disrupt the business is key to a future-focused strategy.

*** CHECK FOR BARRIERS OR POTENTIAL FAILURES: What problems are we facing today?**

Use the Fail Fast Principle to recognize failure quickly—and act on it immediately.

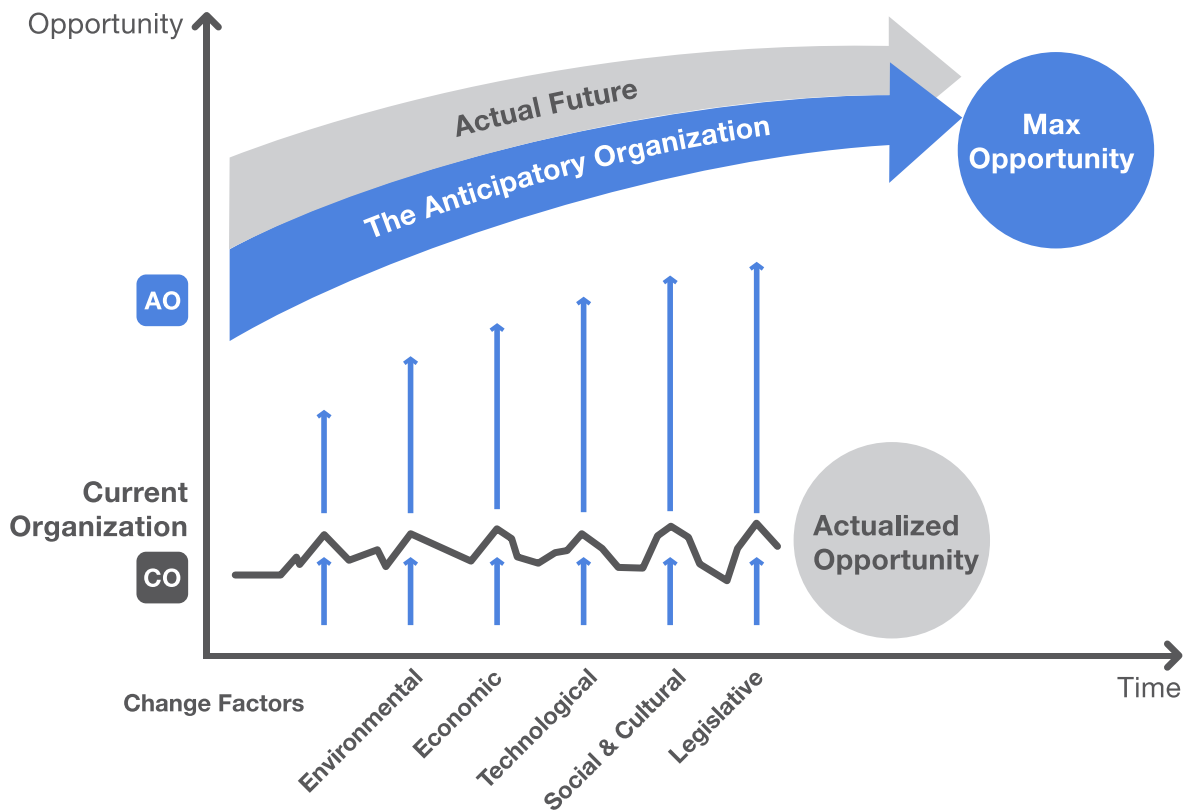
When barriers appear, use the Skip-It Principle to find the real problem—and a better solution. When you find a solution, remember the Both/And Principle. By integrating the old with the new in innovative ways, you can create higher value than either would have on its own. Legacy systems are not the problem; it's legacy thinking!

*** STAY IN TUNE WITH YOUR CUSTOMERS' PRESENT AND FUTURE NEEDS:
How can we retain and grow our customer base?**

Innovation will keep you, your customers and your organization ahead of the game.

Retaining and growing your customer base requires frequent evaluation of what the future can offer.

- Anticipate your customers' future needs. Look for ways to give your customer what they currently can't do but would want to do—if they only knew they could do it.
- Use the Law of Opposites to discover invisible opportunities and innovative solutions.
- Frequently refer to and use the Eight Pathways to Innovation as a guide to make invisible opportunities for innovation visible.



MONTHLY MEETINGS

- Review the exercises from your weekly meetings. The identified Hard Trends will provide the certainty you need to drive your business and your team into the future.
- Share the steps team members are taking to influence the Soft Trends that have been identified.
- Stay informed and identify missed opportunities before they become large challenges.
- Identify and act on opportunities and disruptions before someone else does.
- Ask whether anyone has read about or identified a technology or process innovation that has the potential to drive an Exponential Innovation for the organization.

Look at the examples of potential monthly meeting types below; use the suggested focus areas that apply to your needs and apply your Anticipatory Organization™ Model training.

At the end of these meetings, participants should walk away with a strong knowledge of what needs to be done to accelerate their success. They should walk away engaged and excited about what the future holds.

SUGGESTED AREAS OF FOCUS

* IDENTIFY NEW OPPORTUNITIES: Are there any emerging opportunities?

Use the Eight Hard Trend Pathways to evaluate your business as a way to discover new opportunities to drive innovation and elevate your ability to compete. Whether focused on internal or customer operations, this should be a periodic practice. You may discuss this at the monthly meeting, or refine your insights into suggestions for action in advance and bring them to the meeting to share. In addition, discuss what your “best future practices” should be in order to accelerate innovation.

*** REDEFINE AND REINVENT: Processes, Products and Services:
What is ripe for transformation today?**

Use the Law of Opposites to find ways to redefine and reinvent every time you or your team identifies an opportunity. This practice will continue to foster innovative thinking.

Always be ready to reinvent. As you learned in the AO Training, transformation means doing something utterly and radically different. Transformation is going to happen to us and it is occurring all around us. Reinvention will happen only if we make the decision to do it—and if we don't do it, someone else will. Stay ahead of the game; be ready to redefine and reinvent at all times.

Engage your peers and take your organization into the future; talk about transformation and innovation. Practice looking ahead three to five years from now.

*** IDENTIFY POTENTIAL DISRUPTIONS: Scan for emerging disruptions that we need to tackle today to stay ahead of the game.**

Based on your understanding of the business, and using the certainty that Hard Trends provide, ask yourself these questions about any potential disruptions:

1. What is the cost of doing nothing?
2. Is there opportunity to be the disruptor using low-risk Hard Trends?
3. What is the best choice before the disruption takes hold?

Take action and continue to lead into the future by collaborating with your team to keep the momentum going. Lead with certainty and use the confidence that certainty provides to make bold moves.

*** SHARED FUTUREVIEW: Are we operating in the Past, Present or Future?**

Evaluate your strategic plan and determine whether members of your team or organization have the same shared Futureview of the organization. This is an important practice and reminder of how to lead into the future. As you learned in your AO Training, “how you view the future will shape how you act today, and how you act today will shape your future.”

Are you using Hard Trends to anticipate disruptions, problems and game-changing opportunities so that you can be pre-active to future known events?



QUARTERLY MEETINGS

Quarterly meetings should be strategic and not tactical. They are an opportunity for leaders to elevate strategies and migrate teams to the mindset of Anticipation as a daily practice. Use this time as an opportunity to align the team and verify that there is an aligned Futureview.

SUGGESTED AREAS OF FOCUS

*** FUTUREVIEW: Are there any new opportunities that will elevate our Futureview?**

Use the Time Travel Audit to determine where you and your team are today. Look at the Hard Trends that are affecting the future. Use the Eight Hard Trend Pathways to Innovation to identify the potential opportunities that will shape the future of the business. Using this data, define which opportunities are clear and what the prospects for success look like for the organization.

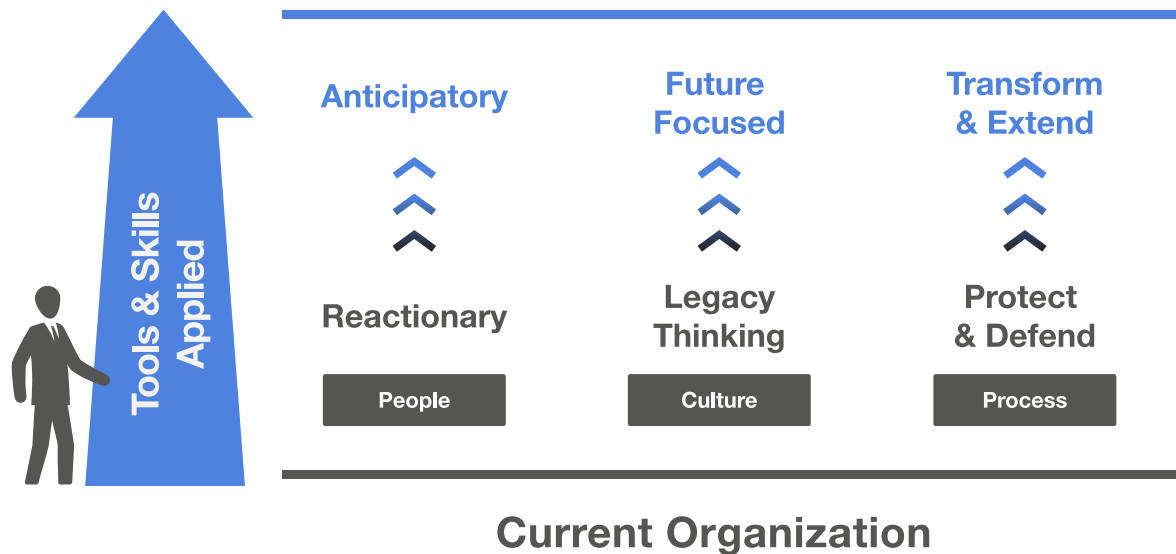
*** STRATEGIC PLAN: Is there anything we can do to adjust and/or accelerate the plan?**

Review the strategic initiatives and the “must dos,” and identify anything that could impact the plan. Rank and Refine any new opportunities by size, speed and degree of risk. Use the certainty of Hard Trends as well as the Hard and Soft Assumptions that support Soft Trends to define risk and opportunities. Identify current processes that are ripe for transformation. To accelerate success, make sure you apply the Skip-It Principle to find a shorter path to the same result.

* **INCENTIVE PLAN:** Are we rewarding the new behaviors we need and discouraging the old behaviors?

Review your team demographics: Are we including everyone in a way that keeps them engaged? Make sure teams are balanced with both older and younger team members and strategies are in place to use the generational gap as a competitive advantage. Review your incentive plan—how are rewards being offered for new desired behaviors and outcomes? As you implement changes, make sure you are continuously elevating trust in your group or organization. To accelerate success, it is imperative to elevate Communication and Collaboration whenever possible both inside the organization and with your customers.

The Anticipatory Organization



STRATEGY SESSION WITH DANIEL BURRUS

Our goal at Burrus Research is to ensure your success in shaping a better future for your organization. We offer additional personalized coaching in applying the AO principles to your strategies going forward. The following consultative approaches are available upon request:

QUARTERLY TEAM CALLS

Mr. Burrus can meet with your team and address specific questions you have about your planning process and elevating the AO principles into your organization. These calls are planned to be an hour in length and can accommodate your participants.

HALF-DAY ON-SITE SESSION

Mr. Burrus will lead an in-depth discussion with key stakeholders to deepen the AO training and elevate current plans.

FULL-DAY ON-SITE SESSION

Mr. Burrus will address the organization to expand the AO training and lead an in-depth discussion with key stakeholders to deepen organizational understanding and elevate current plans.

Please call 1-262-367-0949 or email our office at office@burrus.com to further discuss your needs.

