

# Change & Resilience

## Key factors to success

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Feb 17<sup>th</sup>, 2017



# AGENDA

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1. Why
2. Vision
3. How
4. Resilience in GE O&G
5. Structure-based resilience
6. Communication-based resilience
7. Project-based resilience
8. Cooperation
9. Interaction
10. Diversity

Resilience, the art to rebound



# WHY

- Systems have become increasingly interconnected and interdependent
- Organizations are challenged to change in ways with no precedent
- The way business changed in the last few years increased VUCA

Volatility  
Uncertainty  
Complexity  
Ambiguity

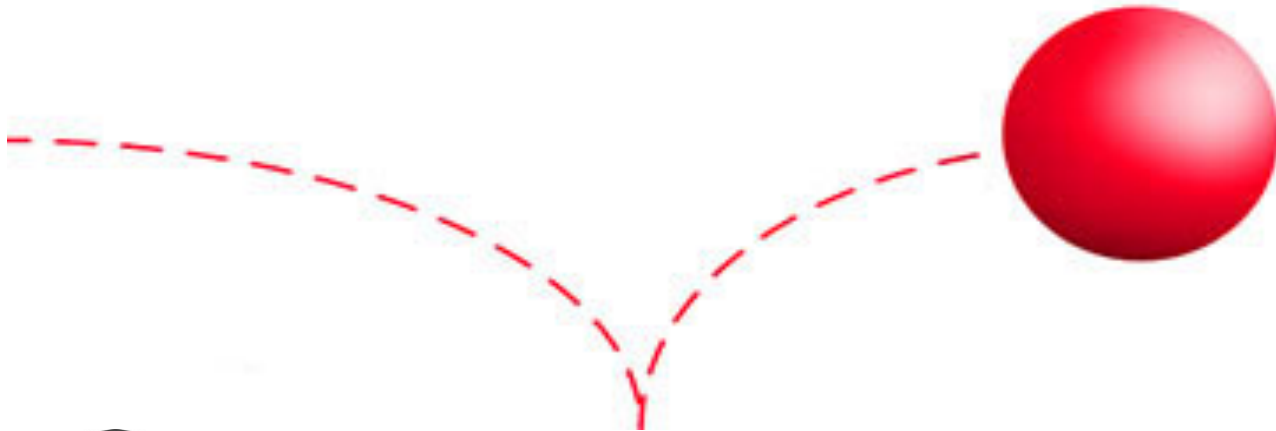


**Constant and unexpected change is the new status quo**

# VISION

- Make our Company more adaptive and responsive
- Provide continuity in the face of changes imposed from external sources
- Foster capacity to withstand stress, adapt to changing conditions, and overcome risk

## *Resilience*



*“We have always believed that building strong leaders is a strategic imperative. When times are easy, leadership can be taken for granted. When the world is **turbulent**, you appreciate great people.”*  
*Jeff Immelt*



# HOW

## How do you develop traits that nourish resilience ?

- Leadership programs to practice leadership strengthening in key areas:
  - stress management
  - emotional intelligence
  - clear thinking
  - mental and physical resilience
- Providing courses on how our emotions influence our performance, relationships, health and happiness – and how we can gain mastery over them

Topic
<input type="radio"/> Technology
<input type="radio"/> Legal
<input type="radio"/> Commercial
<input type="radio"/> Engineering
<input type="radio"/> Human Resources
<input type="radio"/> Product Management
<input type="radio"/> IT
<input type="radio"/> EHS
<input type="radio"/> Finance
<input type="radio"/> Business Acumen
<input checked="" type="radio"/> Mindful Leadership
<input type="radio"/> Performance Development
<input checked="" type="radio"/> Coaching
<input type="radio"/> Communications
<input type="radio"/> Decision-making
<input checked="" type="radio"/> Diversity
<input checked="" type="radio"/> Emotional Intelligence
<input type="radio"/> Financial Acumen
<input type="radio"/> Innovation
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# RESILIENCE TRAITS

Resilience traits we leverage:

**Adaptable**

**Diverse**

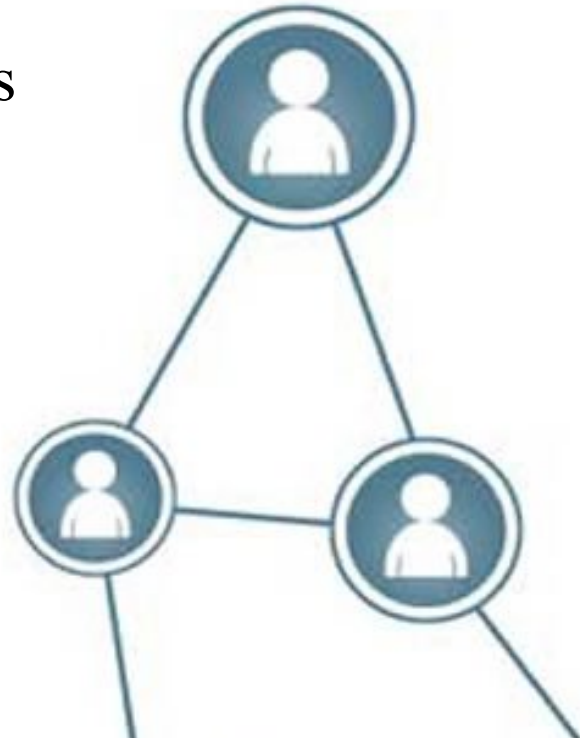
**Interactive**



# STRUCTURE-BASED RESILIENCE

Developing GE O&G into a more resilient and efficient organization

- Horizontal Organization
- Organization Alignment
- Synergy through different PL's



# COMMUNICATION-BASED RESILIENCE

Developing resilient social organizations:

- Increase communication and aligned function among all level of our system
- Connect with a range of stakeholder groups to open dialogue among parties
- Enhance context and behavior competencies in Project Team





# PROJECT-BASED RESILIENCE

Developing resilient Project system organization:

**Cooperation**

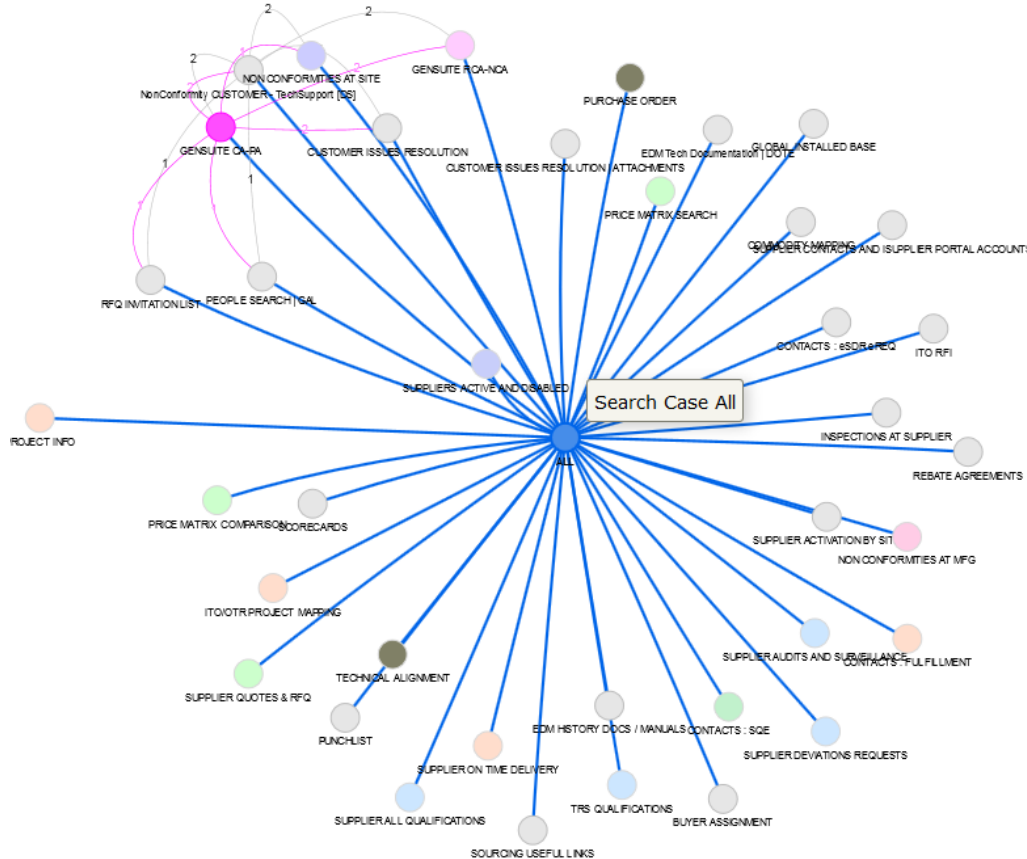
**Interaction**

**Diversity**



# COOPERATION

Developing cooperation through knowledge sharing



Welcome in TMS NU Project Management APP

**KNOWLEDGE SHARE AREA**  
Your access to Explore, Share and Ask for Knowledge related to Project experiences.

**PROJECT LIFE-CYCLE**  
This section is a summary of the main PMGT activities in TMS NU, shown in chronological order, during the entire project execution cycle.

**PM PRINCIPLES**  
This section contains basic concepts of Project Management and the Book of Knowledge to give you an introduction to the PM theory and relevant literature.

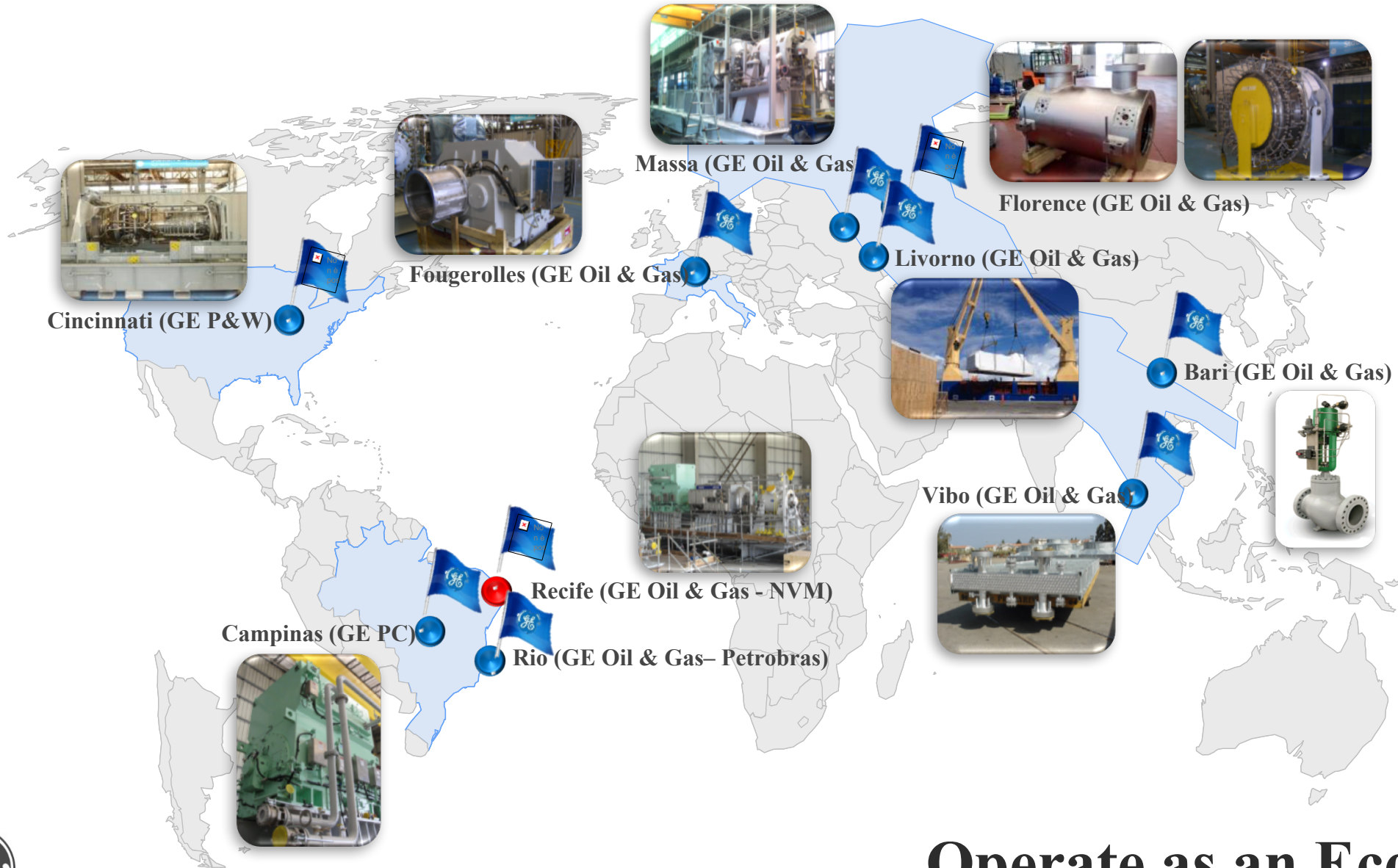
**PEOPLE & CULTURE**  
Learn to get to know our Company better, how you can develop your skills, accelerate your growth in OTR, and how the Company rewards you.

**TOOLS**  
All-encompassing library of useful operating links and tools to effectively execute regular, daily, on-going project management activities.



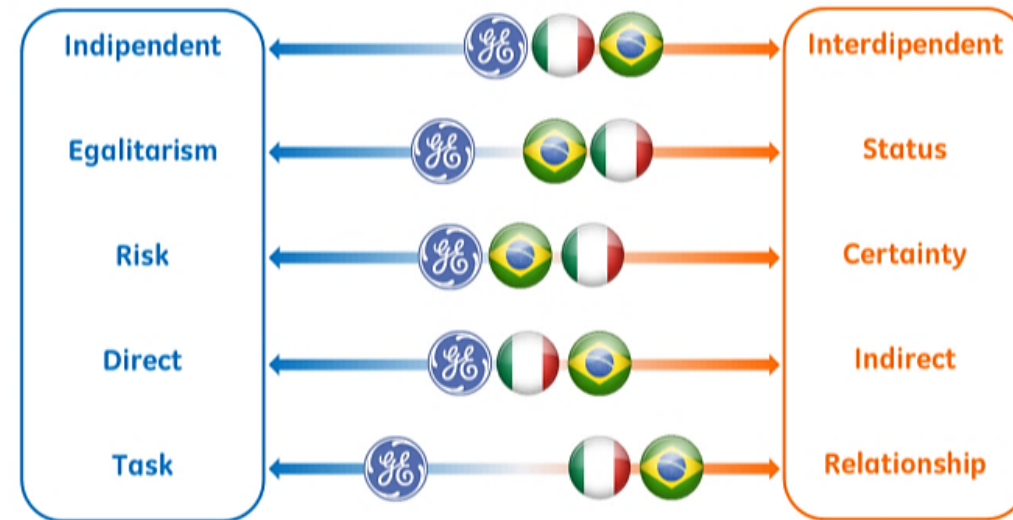
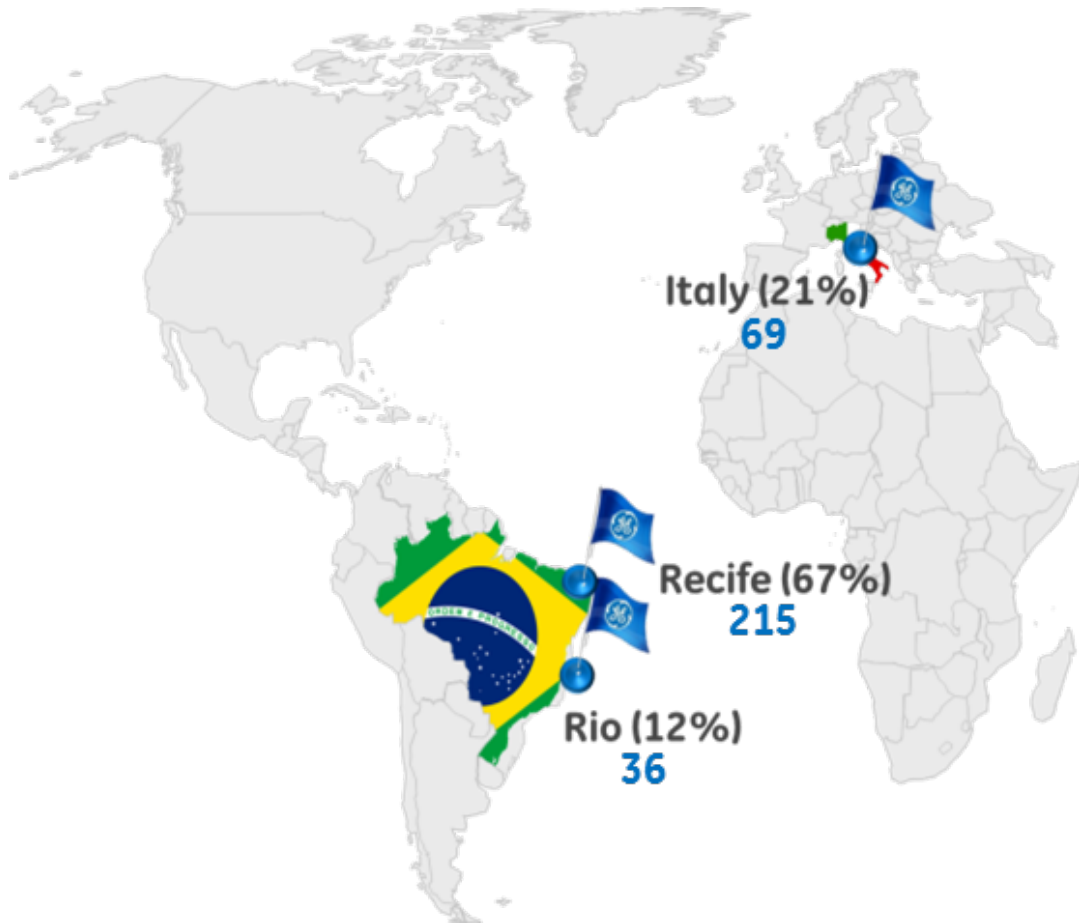
## Share to Adapt

# INTERACTION



**Operate as an Eco-system**

# DIVERSITY



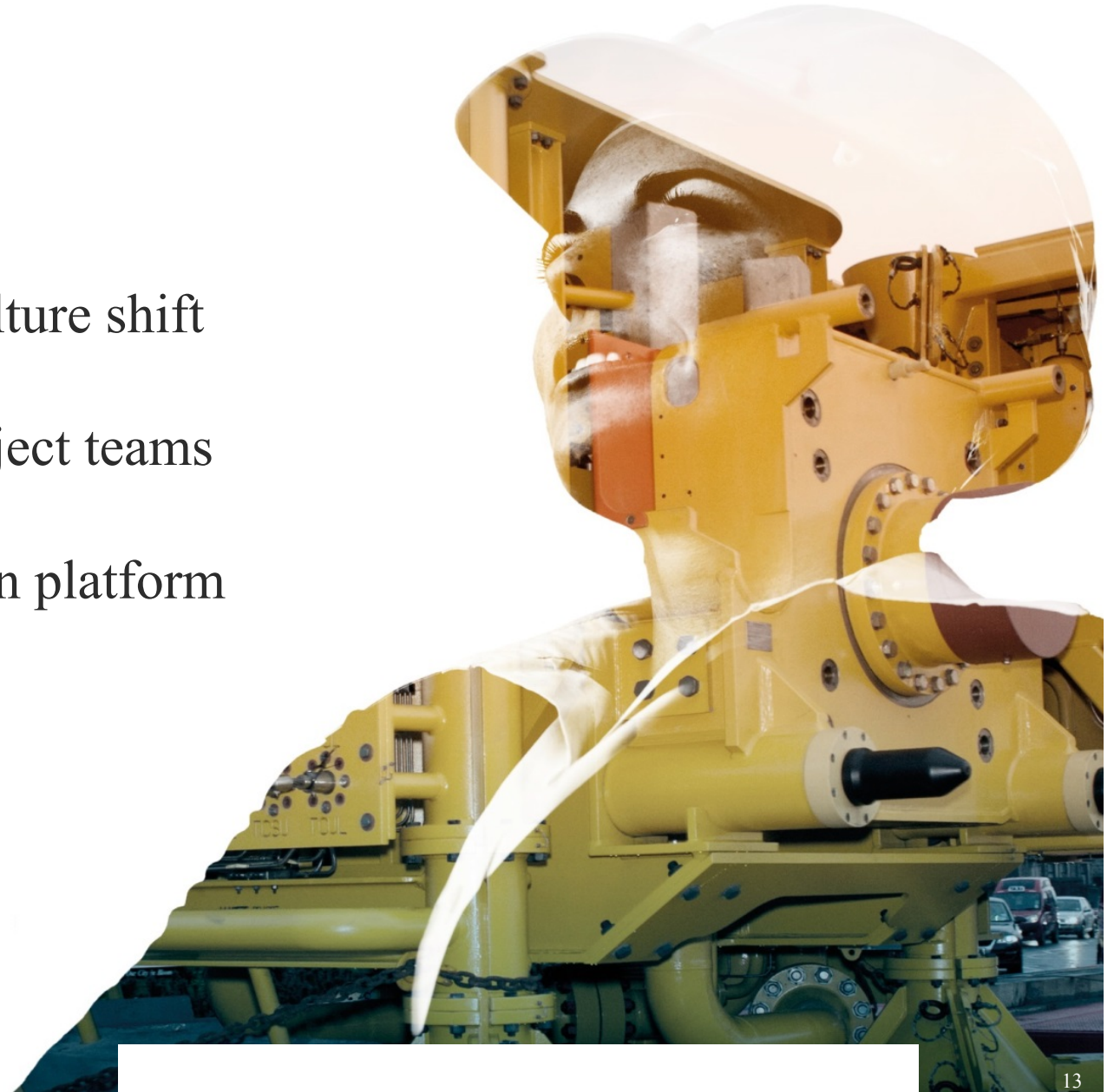
**Diversity increases resilience**



# TAKE-AWAY

How to get a more resilient organization:

- Act on learning and development for culture shift
- Inject diversity in organizations and project teams
- Move to a human and digital cooperation platform



# Grazie!