



Exploring the challenges organizations face as they look to thrive in change



THE EXPERT PANEL



James Hereford
President & CEO
Fairview Health Services

"We don't allow yellow. A culture needs to be comfortable not meeting targets and facing the red with a growth mindset, 'what did we learn from it?'"



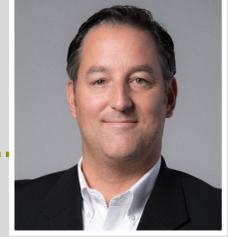
Marc Kermisch
CIO & VP of Innovation
Red Wing Shoe Co.

"You cannot execute without engaging the organization. Innovation starts with conversation. Failure is one step closer to something better."



Tarek Tomes
CIO
State of Minnesota

"You can learn a lot from data, but it is what you do with it that matters, and sometimes that takes courage."



Craig Thielen
Chief Essentialist
Trissential

"We find organizations that are most successful with agility take a balanced approach in customer centricity, organizational agility, high performing teams and innovation."

moderator

Metrics from Trissential's Barometer on Change Report

In light of our research, we've focused on three areas that organizations should focus on to ensure they thrive in change: practicing courageous behavior, demonstrating organizational agility and nurturing talent at all levels.



Get the full report
www.trissential.com/download-report-barometer-on-change



What were the attendees saying?

In attendance - retail, pharmaceuticals, public sector, healthcare, manufacturing



Courage: On average, attendees feel their organization is **57%** of the way to being well positioned to take advantage of adversity, sacrifice and clarity of purpose to drive positive change

Agility: Attendees believe their organization is **52%** of the way to enable agility through customer centricity, organizational agility, high performing teams and innovation

Talent: Attendees feel they are leveraging growth mindset and continuous learning into a competitive advantage at **51%** of their full potential



Opportunity for improvement

"It is not necessary to change. Survival is not mandatory."



W. Edwards Deming*

Assess your organization
Take the Business Agility Self Survey @trissential.com



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