



The Partner View

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ASIL, Inc. - YOUR MANAGEMENT CONSULTANCY PROFESSIONALS

Disruption The New Normal



We seem to be living in some of the most chaotic, disruptive times in modern history. Traditions of decades past are giving way to a new normal. The historical systems, methods and practices of old are being made obsolete from use of multi-national, globally distributed; open sourced, technology enabled, and networked solutions (think people, processes, technology, skills and value proposition). One on hand it seems like chaos, perhaps a bit frightening. On the other hand, it seems exciting and opportunistic. Your viewpoints on the subject are most likely a result of your circumstances and

how those circumstances are impacted by these disruptive forces.

You don't have to go far to see disruption in play. Disruption is touching all major segments; technology, transportation, energy, manufacturing, government, education, aerospace, and healthcare are just some examples. Disruption is not new. It's always been with us. It may seem more prevalent now but the forces of evolution have been with us throughout our existence.

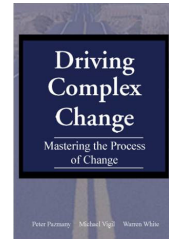
As a Management Consultancy, we have witnessed first-hand these disruptive forces. In fact, we've been at the forefront of disruptive events ourselves, leading innovative industry solutions creating new value for customers. We recognize our business is not immune to the forces at work. What were once required and valued competencies are now no longer essential, replaced with new requirements and needs. For a reference article expressing thoughts on this subject see: <https://hbr.org/2013/10/consulting-on-the-cusp-of-disruption> .

To succeed in this new normal, businesses must continually reimagine themselves, seeking new ways to assemble customer valued solutions. To be successful, a business must foster a learning culture. A culture whereby all participants are rewarded for exploring questions like... "Why...", "What if..."? To be successful, a business must provide time for staff to be "plugged in" to new industry and technology trends. Rewarding those who spend time assessing, understanding and translating new trends and exploring how those trends can create new value for the business. To be successful, a business must invest in fostering organizational adoption techniques so rather than resist change; the business readily accepts and advances change, owning the change as their own. Finally, and perhaps most importantly for success, a business must foster a culture of being comfortably uncomfortable.

Disruption is not new. Innovation is not new. What I believe is unique today is the possibilities that are present from the special mix of multi-generational workforce, the competencies and experience of each of those generations, the ready access to information, and the continuous evolution of enabling technologies and market conditions. We truly live at a time where anything is possible.

If you're in a Leadership role and you're struggling with creating a disruptive workforce, consider reaching out to the Management Consultancy professionals at ASIL, Inc. The ASIL team is comprised of experienced Management professionals who can provide support as you embark on a journey to create a comfortably uncomfortable culture.

Email us today at Sales@asil-inc.com or find us on the web at www.asil-inc.com .



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Technology Disruption

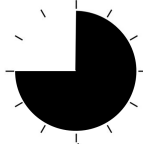


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Contributed by Warren White

Spotlight

The "45 Minute Meeting"



On a recent trip heard some business folks lamenting the woes of the numerous non-productive meetings that they are required to attend. Even on their vacations they were dialing in and the outcome was the same; why am I doing this?

So we started to collect some feedback about meetings in general. Let us know if any of these resonate with you:

- The Monologue meeting – one person speaks with infinite glory the entire time
- The Dialogue meeting – same as the monologue, except that the entire meeting is between two folks
- The Tardy meeting – for some reason this meeting never starts on-time and key folks stroll in late
- The Restart meeting – since the tardy folks come late we get to all start again
- The Mystery meeting – seems it wasn't important to inform folks of what will be covered, just show up
- The Alternate meeting – be a team player and send someone with no knowledge or authority to fill a chair
- The What's the Focus WTF meeting – there is so much going on no one is sure what to focus on
- The No Accountability meeting – lots of action items assigned with no tracking or follow-up
- The Never Ending meeting – just when you think it is over, it breathes a new life and continues endlessly

These are just a few meetings that maybe some of you have attended. If you monetize the amount of lost productivity due to the above items, it would yield a staggering amount greater than many countries GDP.

We felt an opportunity to change existed and so we implemented the "45 minute meeting" in our office. The goal is to keep people's attention and participation for the duration of the entire meeting. The meeting has a few ground rules to frame a successful outcome:

- An agenda is sent to set expectations and ensure participants are prepared
- Participants are required to have authority to make decisions
- Respectful of start and end times
- Collaboration versus just dialogue
- Accountability to each other to follow through

What's the upside of this simple change? An immediate improvement in productivity and morale; imagine if you could spend 25% less time at an unproductive meeting, conversely if the meeting format improved you could spend more time being productive. The boost to morale is significant.

An additional benefit is what we call the "Refresh". It is important to "refresh" after a meeting so that you can prepare for the next level of interaction. The "45 minute" meeting enables you to decompress and refresh. It also gets you to meetings on time instead of ending one and running to another. The professionals at ASIL, Inc. encourage you to give it a try and you will see a noticeable difference.

Contributed by Peter Pazmany

New Technologies

Friend or Foe?



New technologies can enable original and advanced capabilities for organizations and companies. These technologies can be hardware or software, product or

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Word of the Month

Disruption:

to cause (something) to be unable to continue in the normal way : to interrupt the normal progress or activity of (something).

Source:

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service. As newer technologies and breakthrough approaches are established around increased efficiency and effectiveness, it is imperative businesses take advantage of those opportunities as they arise. These new processes and ways of achieving desirable results can catapult your business from where it currently is into an even grander future.

The downside to new technologies being adopted and integrated into the workplace is that there will be some supplemental cost associated with it. This cost can be the product itself, the training of employees or the time lost learning a new processes that could have been spent improving the business. In this sense, adopting new technology can be a costly proposition unless it is a piece of technology that will be bring value to the company without inherently risking a majority of the other organizational facets.

So a serious conundrum presents itself, companies can either spend the resources acquiring the implementing the new technology or they can refrain and stick to what their company knows best. As mentioned, bringing in the new technology comes at a critical cost of having to train new employee with any hardware, skills, and knowledge which can take time and detract from other more important company activities. However companies that fail to grow and adapt with emerging technologies shoot themselves in the foot because they are unable to stay viable with competition that is adapting and enhancing their company based on newer technologies.

The cost of efficiency and the need to update technological solutions should be weighed against cost of training and implementing these new technologies. From this perspective, some cases demand new technology while others predict costly outcomes from improper technology acquisition. Unfortunately, with the ever changing and evolving business environment, taking the time to try and sift through the countless technologies and the needs to implement them can be increasingly unwieldy. This means companies need the best and most effective and efficient technology but it needs to have an incredibly low boundaries for entry if it can be adopted swiftly and with positive outcomes.

What types of technologies lend themselves to be adopted quickly, implemented intuitively, and achieve the breakthrough results that company leaders are looking for? Any technology that can exponentially increase your effectiveness and efficiency should always be considered. A perfect example would be a mobile application because it is convenient and accessible since everyone has a phone or can access one. Using business tools in an app form can make life easier in the workplace if the benefits of the apps can complement and support the employees as they work to bring value to their company every day.

Finding the technology that will suit your company and help you get to that next level of business is never easy, but the benefits can thoroughly outweigh the downsides when the risks are properly identified and mitigated along the way. If you are interested in learning more about how to evaluate emerging technologies and how to implement them within your organization, contact ASIL, Inc. for a consultation.

Contributed by Joe Pazmany

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