

Are you looking for a
catalyst for organisational
growth and success?

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But.....

Rapid Change is hampered by major barriers including.....

Geographic
Dispersion

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Complex
Organisation

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Skills:
Depth vs Breadth

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Inability to
Innovate

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Poor Project
Execution

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“Work to Live”
Workforce

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Tackling the Barriers

Faced with the barriers the company introduces new methodology and kicks off a number of change programmes



- Agile
- Executive and Leadership development
- Organisational change: centralisation / decentralisation, function based (and back again...)
- Digital transformation
- Digital workplace
- Roll out of new collaboration tools

Some are successful, but pace of change has not materially improved....

Pace of Change

Why has our pace of change not increased? Why are we not seeing the benefits anticipated from these change programmes?

- The barriers are all interlinked and cannot be addressed in isolation
- 80% of the workforce does not actively support change. They are happy with status quo
- Change takes much longer than senior management has patience for
- Trying to “Changing the tyres on a moving vehicle” is proving tricky
- Many years of an embedded culture is difficult to dislodge



**We aren't seeing
the change
anticipated because
its not a
Programme**

Why is it not a Programme?

Because Programmes have fixed dates and deliverables and use fixed methodologies (one size fits all)

Execution of “DNA” change in an organisation is vague, complex, intertwined and never ending

What is actually required is ***excellence*** in change execution, ***fortitude*** of senior management, ***nimbleness*** and adaptability, a ***“fail fast and move on”*** culture and organisational ***backing***



This is a never-ending strategy, with many moving parts and lots of initiatives that will not work

What is ***actually*** needed is an integrated approach with realistic time horizons

How will QUBE help?

QUBE provides a compelling set of solutions to help you break through the barriers to progress in your never-ending strategy

It will help you:

- ✓ Create a small / start up business culture with the benefits of a large scale organisation
- ✓ Seamlessly integrate the strands of the strategy
- ✓ Execute change and innovation at a pace that you could only dream of

QUBE can help you smash through all the barriers to progress and deliver your strategy

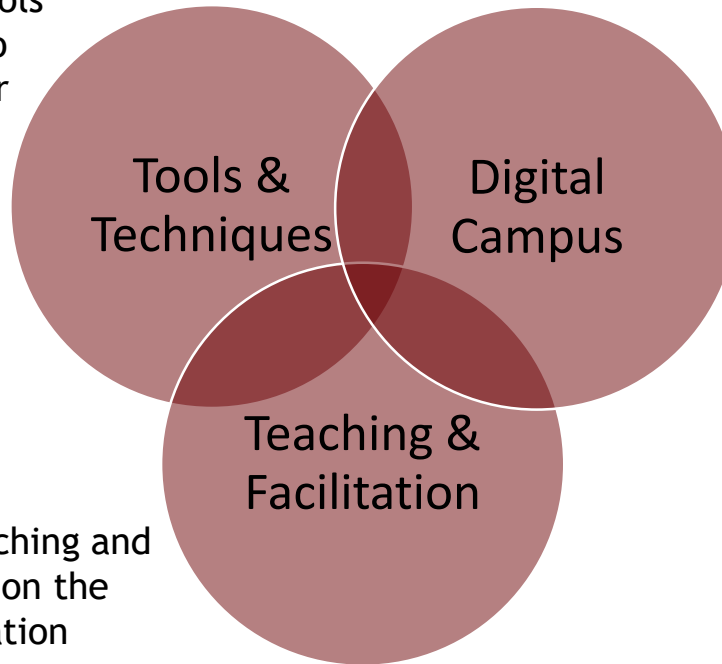
Imagine.....

- ❑ The quality and richness of the human face-to-face experience, from **anywhere** and at **any time** at the much reduced cost of digital (versus actual face-to-face)
- ❑ People **instantly shifting behaviours** and aligning themselves in line with the strategy
- ❑ Colleagues standing shoulder-to-shoulder from around the world to **get work done fast**
- ❑ For any challenge there are **multiple award winning tools** available to help
- ❑ Help or advice from **expert facilitators** is instantly available
- ❑ Elimination of **wasted time, cost of duplication, misunderstanding and travel**

With QUBE, this is not imagination, but a reality

What is QUBE?

Award winning tools and techniques to turbo-charge your business change



Dedicated, digital, fully-functional, virtual reality Campus

Expert teaching and facilitated on the job application

A fully integrated, facilitated service that will enable you to attack your barriers to business growth

How does QUBE smash the barriers?

Rapid Change is hampered by major barriers
But QUBE can enable you to smash them

Overcoming
Geographic
Dispersion

[Read more....](#)

Navigating the
Complex
Organisation

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Increasing Skills:
Depth vs Breadth

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Innovation at
Pace & Scale

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Increasing
Success and
Speed of Project
Execution

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Engaging the
Workforce and
Creating Leaders
of Change

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Does this sound familiar?

Is your organisation is at the pivot point of needing to change its approach to growth?

Does it need a new framework, philosophy, mindset and toolset that will enable this change in strategy?

Then you should move to QUBE now

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Session

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Link to presentation

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Add a quote from Eddie

Geographic Dispersion

- ✓ Functional teams and specialties are scattered across the globe
- ✓ Teams are culturally diverse

→ But ↓

Which means ←

Your Initiatives require cross-functional teams to be established across different parts of the organisation, different offices and different countries.

- Getting teams to feel collocated like a small business is impossible
- New team “Kick-off” sessions have to be physical meetings at great expense and loss of travel time
- Specialist access is a rare commodity as they cannot be in several locations at once
- Certain cultures dominate, especially “head office”, meaning other views and contributions are lost and staff can feel excluded/marginalised

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Complex Organisation

The organisation is a complex matrix with embedded hierarchies but your new initiatives require people from across the complexity to be brought together as the team

→ But ↓

Policies across the different organisations are often in conflict And decision making often has to flow through “head-office” creating a bottleneck

Which means ←

- ❑ It can be difficult to find the right expert and get their time (as they have many competing priorities) creating bottlenecks to project progress because of lack of their availability
- ❑ The need to involve “heads of department” makes decision making slow
- ❑ Budgeting is complex as the budget must fit within and across multiple departmental budgets

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Skills: Depth vs Breadth

Mature organisations focus on specialism rather than creating “all rounders” (which is the norm in smaller organisations). This means Teams require a lot of contributors because of the lack of breadth

→ But ↓

Specialists need to impart the knowledge to others in order to collaborate
Decision making often has to go back to the “head of department” as others do not have the skills

Which means ←

- ❑ It is difficult to find the right expert and get their time as they have many competing priorities
- ❑ Bottlenecks are created to project progress because of lack of availability
- ❑ Decision making is slow, because of the need to involve “heads of department”
- ❑ Initiative budgeting is complex as the budget must fit within multiple departmental budgets

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Inability to Innovate

Successful innovation requires a “fail fast” culture which is at odds with standard company policies
A dynamic oversight model is required that provides freedom to makes decisions quickly. This is at odds with standard practices

Which means ←

→ But ↓

Teams need to be able to collaborate in a “hackathon” style and this tends to be one-off because of travel and cost constraints
Budget processes are entirely at odds with rapid innovation

- People are fearful of promoting ideas and experimenting, because of implications on their compensation and career if they fail
- Process gets in the way of progress
- Hackathons and cross team collaboration re rare events with often little to no follow-up
- Budget because a huge constraint on developing ideas

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Poor Project Execution

Project approaches are “old world” and rigid
Project management capability is in short supply as it is not considered a primary skill



But



Focus is on the “science” rather than the “art” of project management
Project teams are necessarily cross functional and require “management by influence”

Which means ←

- ❑ Project approaches are not compatible with the new world in which we operate of: complexity, fast pace and ambiguity. Projects fail!
- ❑ Projects are not well managed. Projects fail!
- ❑ Focus on the science results in focus on the what, not the how. Projects fail!
- ❑ Management by influence is a difficult skill to master. Projects fail!

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“Work to Live” Workforce

Only 20% (the leaders/potential leaders) of the workforce in a large organisation, have the company goals as their priority
80% (the Followers) want to come to work do a good job within their comfort zone, get paid and go home

Which means ←



But



Finding the 20% and giving them the skills and room to grow is difficult
Keeping the 80% motivated through periods of significant change is challenging

- ❑ Change is difficult to execute as it requires the leaders who are rare commodities
- ❑ If the Followers are not on-board and motivated, passive resistance can kill off the change
- ❑ Rapidly growing the skills of the leaders is a challenge as they are already over capacity
- ❑ Bringing the leaders together so that they can connect, peer support, work together is costly and time-consuming

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Overcoming Geographic Dispersion

Current Challenge →



Solution

- Getting teams to feel collocated like a small business is impossible
- New team “Kick-off” sessions have to be physical meetings at great expense and loss of travel time
- Specialist access is a rare commodity as they cannot be in several locations at once
- Certain cultures dominate, especially “head office”, meaning other views and contributions are lost and staff can feel excluded/marginalised

- A virtual reality campus which enables co-location of all staff regardless of physical location
- Staff involved in initiatives can meet together regularly without cost or time barriers
- Specialists become accessible to all, because time and cost constraints are removed
- Everyone becomes equal, cultural bias and over-respect for hierarchy are diminished

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Navigating the Complex Organisation

Current
Challenge →



Solution

- Components of the organisation often have different priorities, which are in conflict to projects and initiatives
- Inter-department politics get in the way of progress
- Communication and decisions often have to follow the hierarchy, making progress slow
- Departmental budgets increase friction for cross-functional initiatives

- ❑ Specific tool set to help get tasks done in a complex environment
- ❑ Tools and techniques for navigating politics for success
- ❑ Breaking down barriers and silos through virtual colocation
- ❑ Approaches to budget management which break down traditional rules

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Increasing Skills: Depth vs Breadth

Current
Challenge



Solution

- It is difficult to find the right expert and get their time as they have many competing priorities
- Bottlenecks are created to project progress because of lack of availability
- Decision making is slow, because of the need to involve “heads of department”
- Initiative budgeting is complex as the budget must fit within multiple departmental budgets

- Friction around access to experts drastically reduced through virtual connection
- Tools and techniques to identify expertise requirements and manage the bottleneck
- Breaking down organisational silos to improve decision making
- Utilising the experts to provide virtual learning to the wider workforce

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Solution

- People are fearful of promoting ideas and experimenting, because of implications on their compensation and career if they fail
- Process gets in the way of progress
- Hackathons and cross team collaboration re rare events with often little to no follow-up
- Budget because a huge constraint on developing ideas

- ❑ Provision of an innovation framework which engages idea generators and management in a highly collaborative environment
- ❑ A framework which facilitates rapid progression of good ideas and quick closure of others
- ❑ Virtual hackathon events to engage the whole workforce in innovative thinking at a fraction of the cost of physical meet ups
- ❑ Innovative approaches to managing within budgets

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Increasing Success and Speed of Project Execution

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Solution

- Project approaches are not compatible with the new world in which we operate of: complexity, fast pace and ambiguity. Projects fail!
- Projects are not well managed. Projects fail!
- Focus on the science results in focus on the what, not the how. Projects fail!
- Management by influence is a difficult skill to master. Projects fail!

- ❑ Unique approach to identifying project / change types and matching appropriate process and approach
- ❑ Equipping project managers with the skills they need to master both the science and art of project management
- ❑ Significant focus on the art of project management, which is the key to success
- ❑ Tools to enable project managers to manage up, down and across the organisation
- ❑ Tools to deliver change at speed through team and stakeholder alignment

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Engaging the Workforce and Creating Leaders of Change

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Solution

- Change is difficult to execute as it requires the leaders who are rare commodities
- If the Followers are not on-board and motivated, passive resistance can kill off the change
- Rapidly growing the skills of the leaders is a challenge as they are already over capacity
- Bringing the leaders together so that they can connect, peer support, work together is costly and time-consuming

- Identifying the characteristics of your leaders and who they are
- Developing the skills of the leaders so that they can manage and motivate the followers
- An environment in which the leaders can meet and collaborate, share new ideas, learn new skills
- A uniform approach to leadership to make leaders transferrable across the organisation

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Pentacle the Virtual Business School

Add a quote from Eddie