



NEW TOOLS, NEW HABITS · CHANGING HOW WORK GETS DONE, NOT JUST THE TOOLS.

# Launch day is planting day, not harvest day.

An operating model is how your organisation gets work done: who does what, who decides, how effort and money are shared out, and which tools people use. Transformation means changing that, not just the tools.

## Change the soil, not just the seeds.

**The story, decoded.** In our story the seeds are any big change, the soil is how your people work (habits, know-how and who looks after what), the beds are teams, and the shed is where an unused change ends up.

### SOUNDS FAMILIAR?

We launched the new system. Most people still use the old spreadsheet.

When something goes wrong, every team thinks it's someone else's job.

The launch went well. A few months later, everyone had drifted back.

Lots of projects started, not many finished.

### THE IDEA IN PLAIN WORDS

#### Change the everyday habits, not just the tools

A big change lands in how people already work: their habits, what they know how to do, and the comforts of the old way. We help bring those comforts to the new way and show people how, side by side.

**Experts call this: culture, capability building, change management**

#### Put a name on every bed

Each piece of work has a team that looks after it from start to finish, with shared tools and visiting helpers who show how, then step back. Everyone can see who looks after what.

**Experts call this: organisation design, team topologies, decision rights**

#### Try one small row, learn, try again

Try the new way with one team on real work, look at what happened, and change the plan before it spreads.

**Experts call this: agile and lean ways of working, pilots**

#### Finish a few beds before starting more

There aren't enough hands for every bed. Choose what gets money and effort first, and finish those before starting more.

**Experts call this: portfolio management**

#### Worth knowing

Sometimes the tool needs changing too; listening shows which. Guides and training still matter; they work best next to someone showing how.

#### Worth knowing

Clear owners don't mean working alone. Leaders still set direction; the people doing the work look after the day-to-day.

#### Worth knowing

Some small tries won't work; finding out early is the point.

#### Worth knowing

Choosing what to fund first is your leaders' call; we help lay out the choices.

### HOW WE WORK WITH YOU

#### STEP 01

##### Check the soil

Talk with your people at every level and follow one piece of work through its week.

#### STEP 02

##### Where to start

Lay out everything already under way and pick one place to start.

#### STEP 03

##### One bed

Get one team ready: who looks after what, the know-how it needs, and the comforts brought to the new way.

#### STEP 04

##### Learn together

Try the new way in small rows on real work, look back often, and adjust.

#### STEP 05

##### Help it spread

Share what worked with the next teams, keep helping after launch day, and hand over the notebook.

Start small with a **soil check** of one team's week, or **one team first**, trying the new habits on real work.

**WHAT WE HELP WITH** · Four of eight; the playbook and [algoshred.com/transformation](https://algoshred.com/transformation) list all of them.

#### See how work really happens today

A plain picture of where work stalls, who decides what, and which habits help or hold back.

#### Start with one small row, learn, then widen

A way of working tried on real work before it spreads.

#### Give each piece of work a clear owner

Teams who can say what they look after, aiming for less passing of work from team to team before a decision.

#### Help people learn the new way, with time to practise

People who know how to work the new way, not just where to log in.

## So, how's your soil?

Start with a soil check: email [contact@algoshred.com](mailto:contact@algoshred.com) with the big change you're working on and where it seems to stall, and we'll suggest where to start.

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WATCH THE FILM

[algoshred.com/transformation](https://algoshred.com/transformation)