



ALGOSHRED TECHNOLOGIES

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

# Launch day is planting day, not harvest day.

We help any big change take root in how your people work: the everyday habits, the know-how and who looks after what, starting with one team and helping the rest join in.

**Worth knowing:** It's a journey, not a quick fix. Change takes seasons, and timelines depend on your organisation.

## Change the soil, not just the seeds.

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.

### Transformation & operating model: how we help

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## The problem, and the idea.

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

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

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

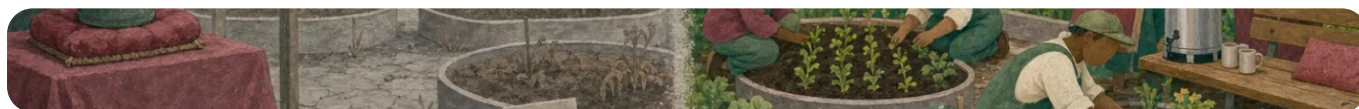
Lots of projects started, not many finished.

Our leaders' time goes on planning the next launch, not on helping this one grow.

Nobody can say who looks after the technology bill, or what each part of it is for.

**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.**

**The story, decoded.** In our short story, the community garden is your organisation, the new seeds are any big change, the soil is how your people work (their habits, their know-how and who looks after what), the committee are your leaders, the only watering can is their time, the beds are teams, the chalkboard shows who looks after what, and the neighbours are everyone who picks up the new way. The shed is where an unused change ends up, the old corner with its tea and gossip bench is the comfort of the old way, plastic flowers are a launch that only looks good in photos, a small test row is a small try with one team, and a stray football is an everyday setback to learn from. The cast: Aroha, the garden organiser; Bramble, a hedgehog who dotes on Cabbage, his prize cabbage; and Doris, the neighbour who grows beans up the old flagpole.



### 01 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

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

### 02 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

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

### 03 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

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

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



## Launch and leave versus keep looking after it

### SEASON

### LAUNCH AND LEAVE

### KEEP LOOKING AFTER IT

|                          |                                                                                   |                                                                                                                                                                        |
|--------------------------|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Launch day</b>        | Ribbon, speeches, new seeds. Both gardens look the same today.                    | Ribbon, speeches, new seeds. Both gardens look the same today.                                                                                                         |
| <b>A few weeks later</b> | The leaders' time goes on planning the next launch. The seeds sit on hard ground. | Someone checks the soil and asks people what gets in the way.<br><b>The habit: check the soil first</b>                                                                |
| <b>Winter</b>            | Everyone stays in the old corner, where the tea is.                               | The tea and the bench move to the new beds, and each neighbour is shown how.<br><b>The habit: bring the comforts to the new way of working</b>                         |
| <b>Spring</b>            | The beds have no names, so each one waits for someone else.                       | Each neighbour picks a bed, and one small test row goes in first.<br><b>The habit: try small, learn, try again</b>                                                     |
| <b>Summer</b>            | Every bed got a little water, and none of them was finished.                      | Not enough hands for every bed, so they finish a few first.<br><b>The habit: a few beds first</b>                                                                      |
| <b>Next summer</b>       | Plastic flowers in the photo bed. Weeds everywhere else.                          | Same seeds, and the garden is growing. Someone is already helping the garden next door get started.<br><b>The habit: keep looking after it, long after the opening</b> |

#### Worth knowing

The seasons in our story are a picture, not a schedule.

#### Worth knowing

People come round at their own pace, and sometimes listening shows the change itself needs rethinking.

### Seeds or soil? Seeds grow best in good soil.

#### New seeds

Any big change: a new system, a new team shape, a new plan.

#### Everyday habits

How people really work each day, and the comforts of the old way.

*Experts call this: culture*

#### Know-how

What people know how to do, with time and help to practise.

*Experts call this: capability building*

#### Who looks after what

A name on every bed, with shared tools and neighbours who help.

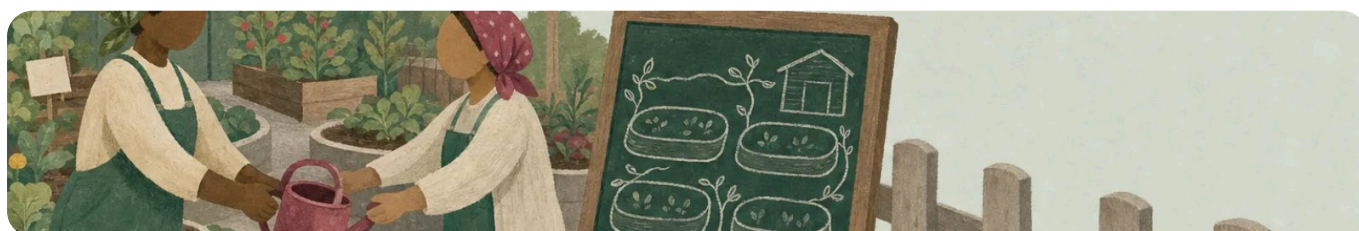
*Experts call this: organisation design*

### Who looks after what?

| THE JOB                                 | EVERYONE'S GARDEN                                                               | CHALK IN NAMES                                                                   |
|-----------------------------------------|---------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| <b>Water the tomatoes</b>               | Everyone thought someone else had it, so the tomatoes are wilting.              | Jade's bed team looks after the tomatoes, and they get their water.              |
| <b>Fix the broken fence</b>             | Everyone thought someone else had it, so it's still broken.                     | Mo's bed team looks after it, with tools from the shed crew.                     |
| <b>Try a new kind of bean</b>           | Everyone thought someone else had it, so the new beans stay in the packet.      | Doris's bed team tries one small row first, and notes what happened.             |
| <b>Lend out the wheelbarrow</b>         | Everyone thought someone else had it, so nobody knows where the wheelbarrow is. | The shed crew lends it to every bed, and everyone knows where to find it.        |
| <b>Teach the new volunteer to prune</b> | Everyone thought someone else had it, so the new volunteer just watches.        | A visiting helper shows how to prune, then steps back while the volunteer tries. |

#### Worth knowing

Clear owners don't mean working alone.





## What we help with.

Start with one team, or bring the pieces together across the organisation.



### See how work really happens today

We sit with your teams, follow one piece of work through its week, and talk with people at every level about what helps and what gets in the way.

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

Experts call this: current-state assessment, culture review, value-stream mapping

### Fit AI helpers into the work, not on top of it

AI helpers are chat assistants and AI tools that carry out a task on their own. We help decide which jobs they take on, who checks their work, what changes for the people around them, and who watches what they cost to run.

**AI helpers with clear jobs, owners and checks.**

Experts call this: operating model for AI, AI agents and assistants

### Decide what to fund first, and finish before starting more

We lay out everything already under way, what each piece is for and what it needs, and set up a simple, regular check-in where your leaders choose, pause or stop. Choosing what to fund first is your leaders' call; we help lay out the choices.

**A short list of what to finish first, each piece with a clear reason.**

Experts call this: portfolio management, limiting work in progress

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

Hands-on learning on real work, coaches beside the team, and room to ask questions without looking silly. Guides and training still matter; they work best next to someone showing how.

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

Experts call this: capability building, enablement, coaching

### Give each piece of work a clear owner

We help shape teams around the jobs your customers care about, agree who decides what, and set up shared help for the things every team needs. Clear owners don't mean working alone.

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

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

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

A pilot with one team, short cycles, regular look-backs and a notebook of what was learned, then a planned widening to the next teams. Some small tries won't work; finding out early is the point.

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

Experts call this: agile and lean ways of working, pilots, plan-do-check-act

### Let each team see what its technology costs

Labelling each cost with the team that uses it, simple shared views of cloud, AI and software spend, and a routine where each team looks at its share and decides what's worth it. Seeing the spend helps only when someone acts on it.

**Spending each team can see and explain.**

Experts call this: FinOps, cost transparency

### Keep helping after launch day

Explaining the why, asking what people need, a buddy for first tries, bringing the comforts to the new way, and fixing what annoys people, well after the opening. People come round at their own pace, and sometimes listening shows the change itself needs rethinking.

**Help that carries on past the launch, for as long as people need it to find their feet.**

Experts call this: change management, adoption

We fit around the methods and tools you already use, whatever they are: for example a work tracker such as Jira, a whiteboard such as Miro, your office suite and your cloud provider's cost tools.

## Capabilities, from the first soil check to a garden your people look after.

From listening to the people doing the work, to naming who looks after what, to small tries and a few beds finished first, to helping people well after launch day.

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### Check the soil

Where the change stalls, and why.

- Listening sessions and short surveys at every level
- Following one piece of work through its week
- A plain map of who decides what
- A picture of everything already under way and what it is for

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### Name who looks after what

Names on the beds, shared help, simple rules.

- Teams shaped around the jobs your customers care about
- Shared help teams and visiting experts who show how, then step back
- Simple decision rules and regular check-ins
- Goals given as a problem to solve, not a to-do list

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### Grow the know-how

People who know how, and help after the launch.

- Hands-on learning and coaching on real work
- Support for managers, who shape daily habits
- Help after launch day, person by person
- Training your own coaches so your people carry it on

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### Try small, finish a few

Small tries, a few things finished, spend everyone can see.

- Pilots with one team, short cycles and look-backs
- A simple choose, pause or stop review for projects
- Shared, visible technology spend with team owners
- AI helpers fitted into redesigned work

#### WHERE IT BECOMES REAL · ILLUSTRATIVE EXAMPLES

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##### Healthcare

A hospital bringing in a new rota tool starts with one ward, with ward staff helping shape it, before other wards take it up.

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##### Retail

A retailer moving stores onto one ordering system gives each region an owner, trains store managers on real orders, and keeps helping after the switch-over.

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##### Public sector

A public office with many half-finished projects lays them all out, picks a few to finish, and pauses the rest with a clear reason.

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##### Software and product companies

Teams get a customer problem to solve rather than a list of features, and look back after each small release.

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##### Any business on the cloud

Each team sees its own share of the cloud and software bill and decides what's worth keeping.

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##### Teams adding AI helpers

Before switching AI on, the team agrees which jobs it does, who checks its work and what changes for the people around it.



## Check the soil, then prepare one bed.



### 01 CHECK THE SOIL

#### Check the soil with you

We talk with your people at every level, from the front line to the leaders, and follow one piece of work through its week. You get a plain picture of where the change stalls and which habits help or hold it back.

### 02 WHERE TO START

#### Choose where to start

We lay out everything already under way, what each piece is for and what it needs, and help pick one place to start. Choosing what to fund first is your leaders' call; we help lay out the choices.

### 03 ONE BED

#### Prepare one bed

One team gets ready first: a name on each piece of work, time and help to learn the new way, and the comforts of the old way brought along. Leaders set the direction; the team looks after the day-to-day.

### 04 LEARN TOGETHER

#### Learn together

The team tries the new way in small rows on real work, looks back often, and keeps a notebook of what it learned. Some small tries won't work; finding out early is the point.

### 05 HELP IT SPREAD

#### Help it spread

We share what worked with the next teams, keep helping people after launch day, and hand the notebook to your own people so they carry it on. People come round at their own pace, and sometimes listening shows the change itself needs rethinking.

#### Ways to start

**A soil check.** Follow one team's week, talk with the people doing the work, and get plain findings on where the change stalls.

**One bed first.** One team tries the new habits on real work, with a name on each piece of work, small tries and a notebook of what was learned.

**See the spend.** Make technology spend visible for one area, with a simple routine where the team looks at it and chooses what's worth it.

#### What you get

- A plain picture of how one piece of work really moves through its week
- A short list of where to start, agreed with your leaders
- A chalkboard of who looks after what, for the first team
- A notebook of what the first team tried and learned
- A few plain signs of progress, agreed at the start
- Hand-over sessions so your own people carry it on



## Questions, myths and the next step.

### What is an operating model, in plain words?

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.

### Is this about cutting jobs?

That's not what this work is about. It's about who looks after what, what people know how to do, and how decisions get made. Decisions about roles stay with your leaders.

### Do we have to reorganise everything at once?

No. We start with one team, learn from it, then help the next teams join in. It's a journey, not a quick fix. Change takes seasons, and timelines depend on your organisation.

### Do we need new tools first?

Often not. We start with the habits and owners around the tools you have. Sometimes the tool needs changing too; listening shows which.

### Is this only about technology?

No. The seeds can be any big change: a new system, a new team shape, a new plan. The soil is the same: how your people work.

### Why does team shape matter for technology?

If two teams hardly talk, the systems they build often don't fit together well. The way people talk to each other tends to become the way their systems connect; experts call this Conway's law. So we help shape teams around the work you want your systems to do.

### How will we know it's working?

Together we pick a few plain signs at the start, such as people choosing the new way without being chased, less passing of work from team to team before a decision, teams who can say what they look after, and spending each team can explain, and we look at them regularly. We don't promise numbers.

### What happens after the engagement ends?

Your own coaches and leaders keep the notebook, the regular check-ins and the plain signs. We train them to run it, and we can stay on to help with the next teams if you prefer.

## MYTHS, ANSWERED

### "Transformation means buying new software."

The seeds can be fine. If the habits, the know-how and who looks after what stay the same, the new thing just sits in the shed. Sometimes the tool needs changing too; listening shows which.

### "Once it's launched, people will use it."

Launch day is planting day, not harvest day. People need to know why, want to, and know how, and someone needs to keep helping after the opening.

### "We need the perfect master plan first."

Start with one small row, learn from it, then widen. Some small tries won't work; finding out early is the point.

### "A new org chart fixes it."

New boxes help only when each team knows what it looks after and has the know-how to do it. Clear owners don't mean working alone.

## 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)