

A black and white close-up photograph of a gorilla's face. The gorilla is looking upwards and to the right with a thoughtful or contemplative expression. Its fur is thick and textured, and its eyes are slightly closed. The background is a soft, out-of-focus natural setting.

“Learn to be a fortune teller.”

Success Factors of adaptive and future-oriented RnD organizations

1 Learn to be a fortune teller

Different branches and companies will face the same challenges in the future. Use this knowledge. Detect, analyze and interpret patterns in organizational restructure movements, business start-ups, partnerships, and strategy changeovers. Link this knowledge with a market-sensibility for products that satisfy your customers and ensure reflow of these insights in product development.

2 Smaller Teams on the battlefield are winning the combat

You should be aware that flexibility and velocity are key enabling factors that gain in importance. Keeping inefficient structures as well as procedures and historically grown rules paralyzes your company to a stage of total rigidity. For future competitive advantage create divergent,

intercultural, adaptive and agile competence-teams.

3 Use the intelligence of swarms instead the insanity of the mass

Translate future challenges not only in product requirements but as well in requirements for competencies. Being able to adapt towards changes, fluctuation and a fuzzy environment are future key enablers.

Therefore Must Have-Requirements are proactive solution-oriented behavior and emphatic team-spirit. Make use of the emergent with purposeful competency development via expert-training and by fostering high potentials.

4 Apply a performance oriented management style

It is NOT YOUR TARGET to have happy employees. Performance and health are crucial for your

success. To actively manage these factors you have to detect potentials and needs of your employees as well as performance has to be valued need-oriented. The leader-role has essential influence on this.

An individual and cooperative management style with a good matching towards strategy, context, and gratuity are fit for the future.

5 Be aware of major risks

Ask yourself the following questions and deduct necessary actions and strategies: How are external impulses transferred in the organization and its vision? How recognizable is this vision in the company-goals?

Are vision and goals communicated recipient friendly and in a timely manner?

How does the organization ensure that employees identify with the future alignment and how does the company promote engagement?

6 Self-discovery – create your own trip

In order to realize changes you have to know and understand the status quo. To identify fields for efficient growth draw yourself a baseline, determine your level of engineering excellence and analyze the results. In order to ensure the organizations commitments at any time joggle your improvement process tight with a methodical elaborated change program.

Our next Management Summit will be held on January 29th, 2016.

In focus:
„Next level RnD Organizations – Vision 2020“

Does this topic interest you?
Would you like to attend?
Then write to us:
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