

FG WAY MODULES

PEOPLE MUST CHOOSE TO ENLIST IN THE MOVEMENT – THEY ARE THE BEST ONES TO GROW THE MOVEMENT

Every successful movement began as an idea among a small group of people who were committed to seeing it through. So why would you create a change movement within your organization from the top down? Empower the people most impacted by the changes to create the change they want to see and let them create the movement.

MODULE

5

POROSITY INDEX

In our research with Greenlight Research Institute we've worked toward enabling and bringing forth what we call "porosity" or each person's openness to change, either innately or situationally. Our porosity index allows you to map each teammate's porosity so you can identify those who are best suited to leading, and owning, the movement.



CHANGE AT SCALE IS ABSOLUTELY POSSIBLE, IF LED LIKE PAST GRASSROOTS MOVEMENTS – BY THE PEOPLE

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.” – Margaret Mead

Even though Mead said this more than a half a century ago, the sentiment is as true as ever: if you want to make a change, let the people most committed to it lead the way.

ROLE MODEL COMMUNITY

Change is difficult. Most people are inclined to stay with what's familiar, even if they know the familiar is no longer working. But within your organization, there are people who are already using these best practices and practicing these new behaviors. Often they're working far from the spotlight but they share their "tips" and "hacks" with their closest friends and co-workers, while their ingenuity only shows up on a line item in a spreadsheet. These are your role models and they will drive change movement.

They're not as difficult to find as you might think. Every superstar performer has at least one manager who will sing his or her praises. Reach out to other managers and find out who their role models are and then enlist them to your movement.