

Systemic Change

A Case Study



The GE Healthcare Systemic Change journey, a partnership with Futurus OCM



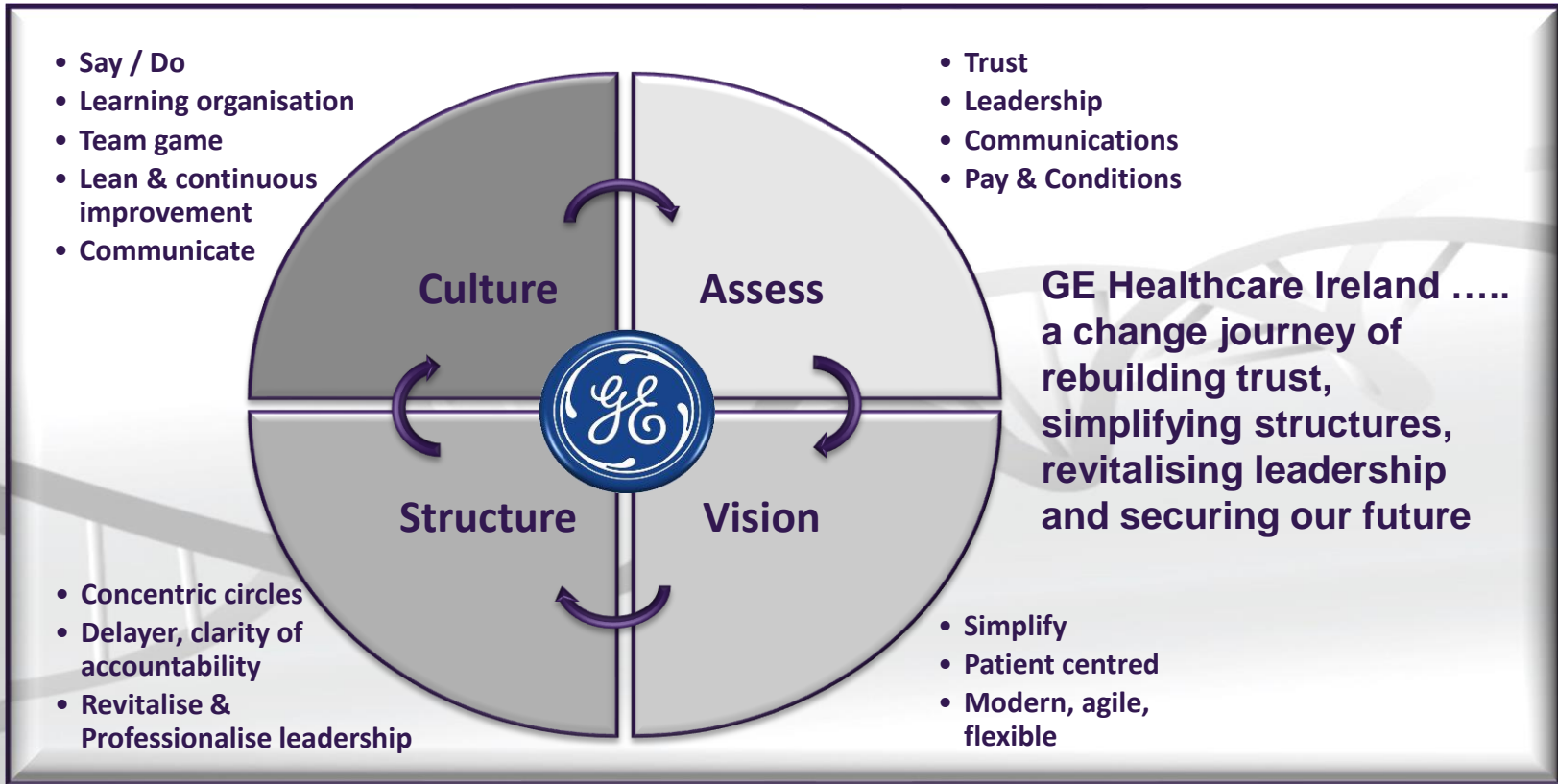
Eugene Barrett
Site Leader
GE Healthcare Ireland



Neville Bourke
Partner
Futurus

Organisational Change Management

Telling the story to our internal audiences



**GE Healthcare Ireland
a change journey of
rebuilding trust,
simplifying structures,
revitalising leadership
and securing our future**

Starting the journey - understanding the context & diagnosing the system

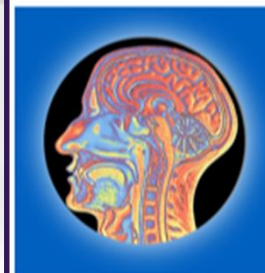


Assess

- Trust
- Leadership
- Communications
- Pay & Conditions



Heart Imaging X-Ray
Using Visipaque™



Brain Imaging - MRI
Using Omniscan™



Telling the story to internal audiences



Structure around purpose, not around hierarchy

The Concentric Circles Model of Personnel Footprint on the Cork Site

Circle 1 – Gemba-based Personnel

- Front-line Supervision
- Technical & Compliance Support
- BR Review
- Training
- Maintenance

Location:
In Production Plant
and Pack plant

Circle 2 – Operations - Supporting Personnel & BR Release Personnel

Location:
Adjacent to Production
Operation and to
Packaging Operation

Circle 3 – Leadership Team : Ops-Eng- QA PQ

- Operations Mgt
- Engineering Mgt,
- QA PQ Mgt,

Location:
Centrally-located
between Prod and Pack
Operations

Circle 4 – Compliance (HR, EHS, QA, Finance) Engineering, Technical, Innovation, Lean.

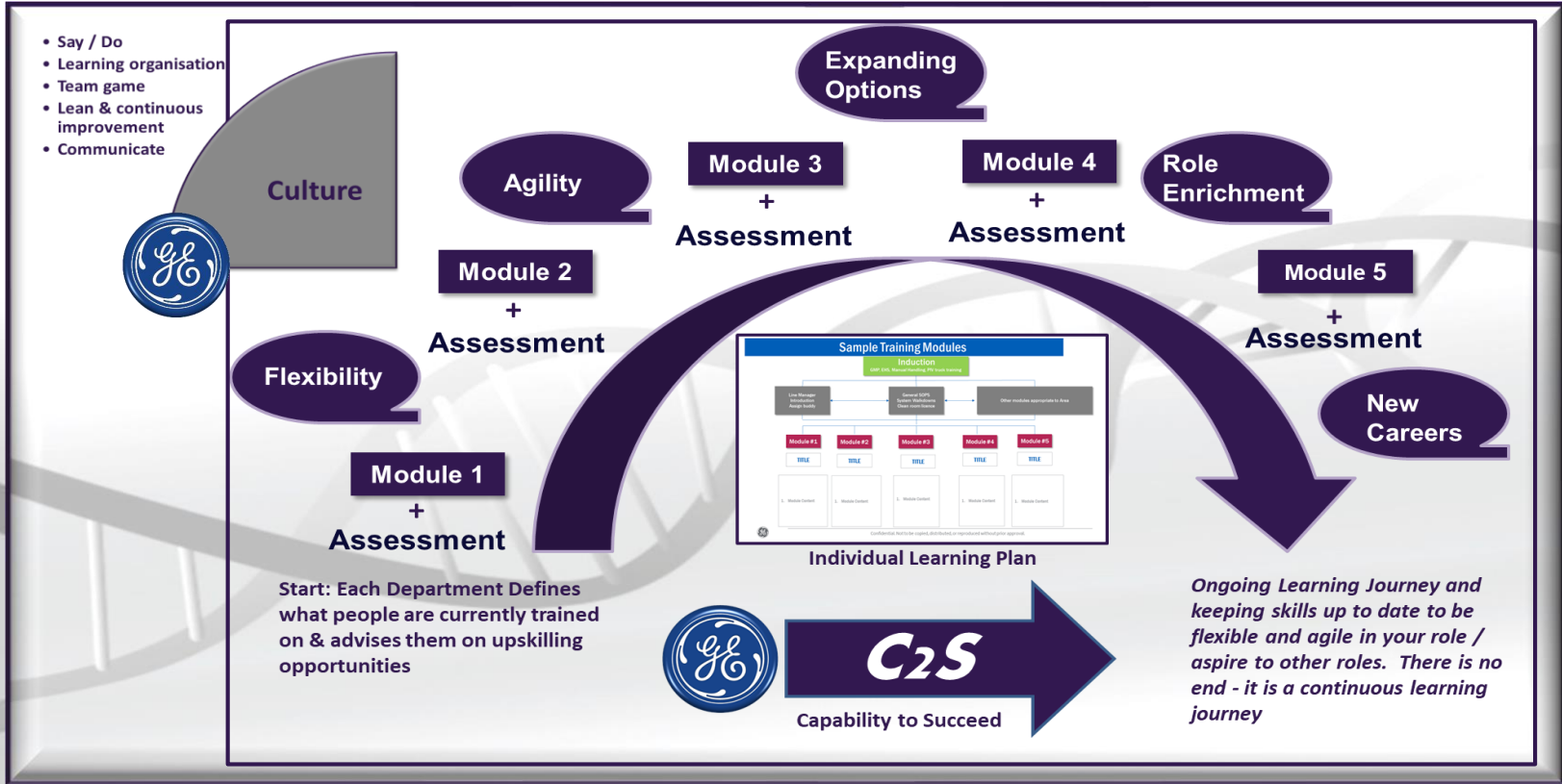
Location:
New Amenity Block,
Front offices first floor



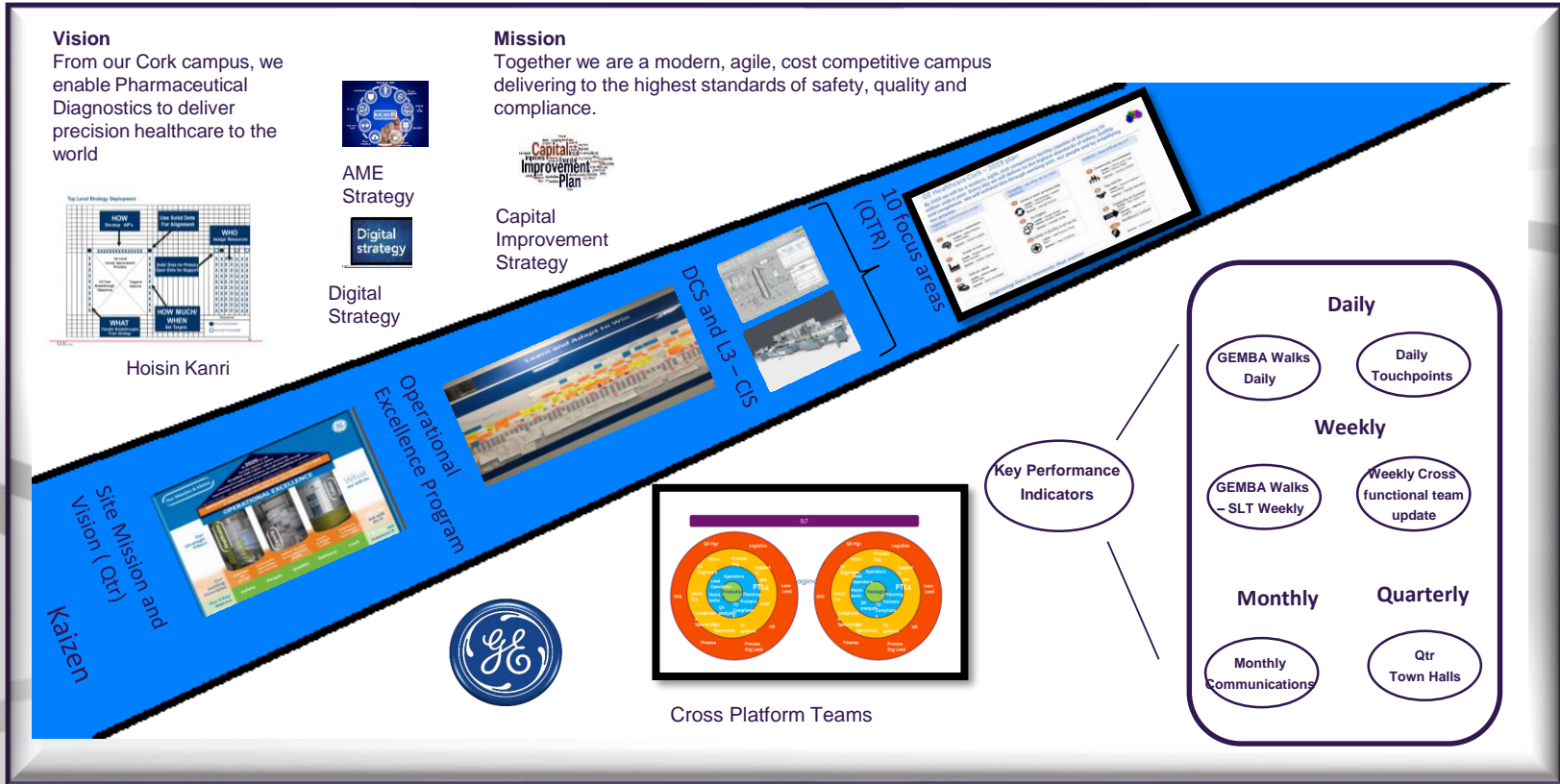
Structure

- Concentric circles
- Delayer, clarity of accountability
- Revitalise & Professionalise leadership

Capability to Succeed – Fostering Life-long Learning



Bringing it together....Journey is underway....More to do



The Futurus Toolbox

The Futurus Transformation Toolbox

Disruption Diagnostic

Future 'Antifragile' Design Principles

Pre-emptive Transformation Strategy

Organisational Change-ability Diagnostic

Me - A Segment of 1

Organisation Transformation Implementation Framework

Organisational Operating System Diagnostic

Multi-domain Leadership

Action Learning

Organisational Culture Diagnostic

Individual, Group & Crowd Psychology

Relational Coaching - 5 Styles of Intervention

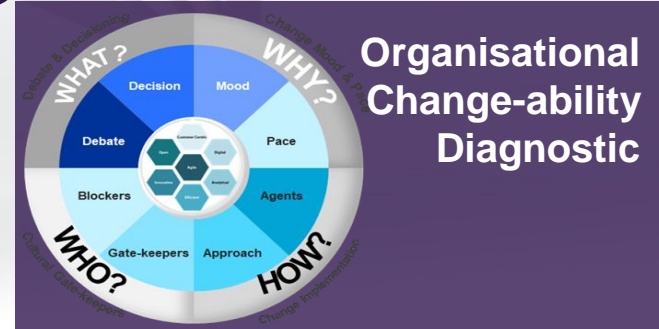
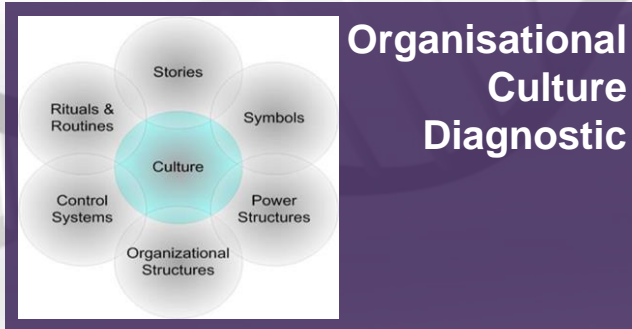
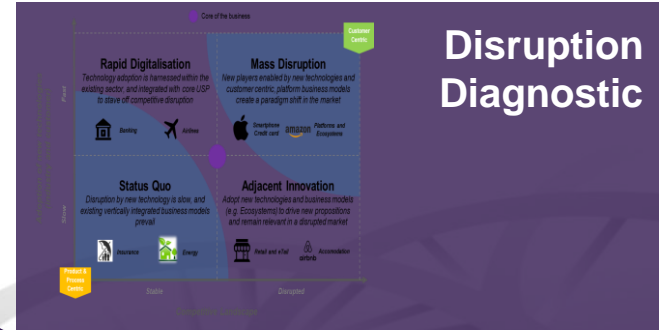
Diagnosis

Design Principles

Process

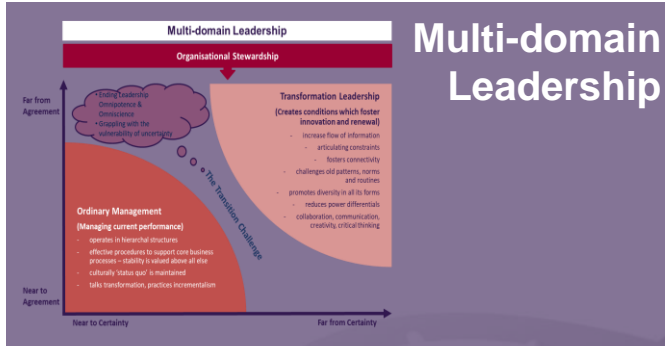
The Futurus Toolbox - Diagnosis

Diagnosis

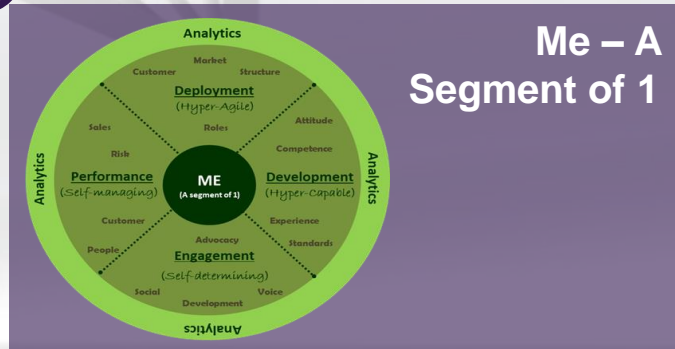


The Futurus Toolbox – Design Principles

Design Principles



Multi-domain Leadership

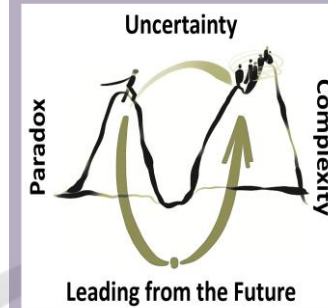


The Futurus Toolbox – Transformation Process

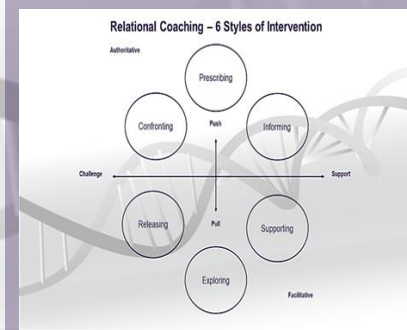
Process



Action Learning



Pre-emptive Transformation Strategy

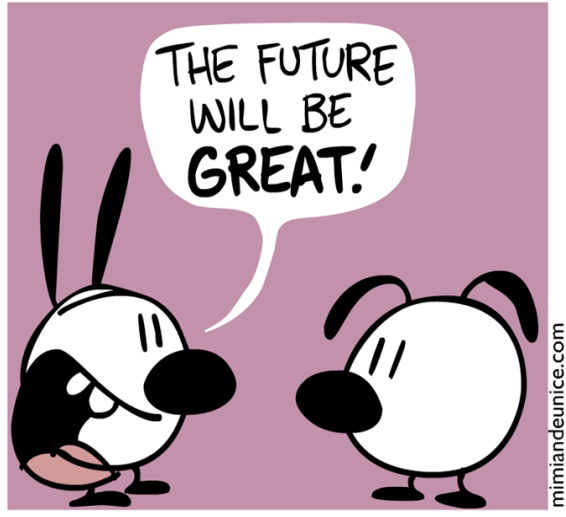


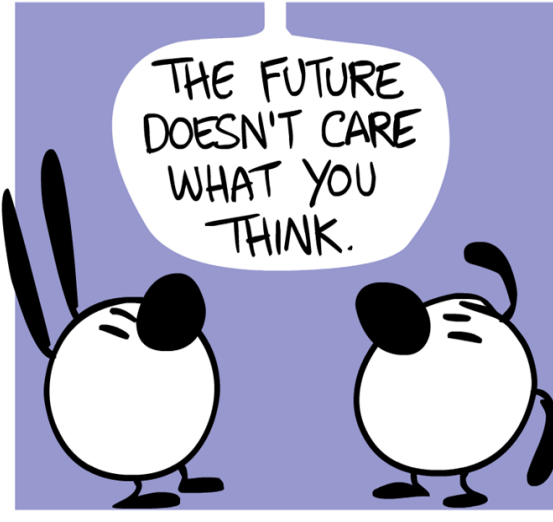
Relational Coaching



Organisation Transformation Implementation Framework







Education is the passport to the future ...

**... for tomorrow belongs to those that
prepare for it today**



Malcolm X

**Don't leave change to
chance....**

FUTURUS 
Organisational Change Management

harmonics 
People Change