

A scenic view of a canal in Amsterdam, featuring traditional Dutch architecture, trees, and boats. The image is used as a background for the text.

The RibbonWood 10s approach for Sustainable change

Sustainable change in 10 steps in the context of sustainable organizations.

Still 70% of planned changes fail

The number of opportunities for a development project to **fail** is almost endless.

For example, think of:

- Insufficient enthusiasm of people
- Insufficient attention from the top
- Insufficient stamina
- Lack of focus
- Insufficient guts to bring about real structural change
- Not having an approach and vision
- Book insufficient results
- ...



A good approach is therefore essential

A good approach is necessary. But one that fits in with the **hectic** pace of today and tomorrow.

To be able to change successfully, a good **approach** is necessary. But an approach that ensures that the speed of change can be high. This only succeeds if the change can be invented bottom-up with good top-down management.

The RibbonWood 10s approach was created for this purpose. 10s stands for 10 steps. This is to indicate that the methodological framework does not have to be complicated. The change itself is complex enough.



Such an approach leads to a sustainable change strategy

The RibbonWood 10s approach for sustainable change is in the context of **sustainable organizations** and leads to a sustainable change strategy.

A sustainable organization is an organization that will still be there tomorrow. This means that this organization will also add sufficient value in the context of tomorrow.

Sustainable change is choosing an approach that leads to that goal, but in a lasting way. This means that the change must be supported by the people in the organization.

The 10s approach is particularly suitable for this. This is due to the ingrained rhythm of three months at a time, which facilitates the bottom-up search process within a controlled top-down framework.



10s uses six powerful principles as a basis



Work with a vision

Current and desired position, goals and strategy.



Work with all people

Have a good stakeholder strategy.



Create rhythm of change

Learn from the opportunities and blockages every three months.



Dare to change

It takes guts to do things structurally differently.



Change visually

Make real change visible by keeping it transparent



Anchor the change

Make sure that the interventions really stick. Measure its impact.

Those six principles lead to the 10-step approach

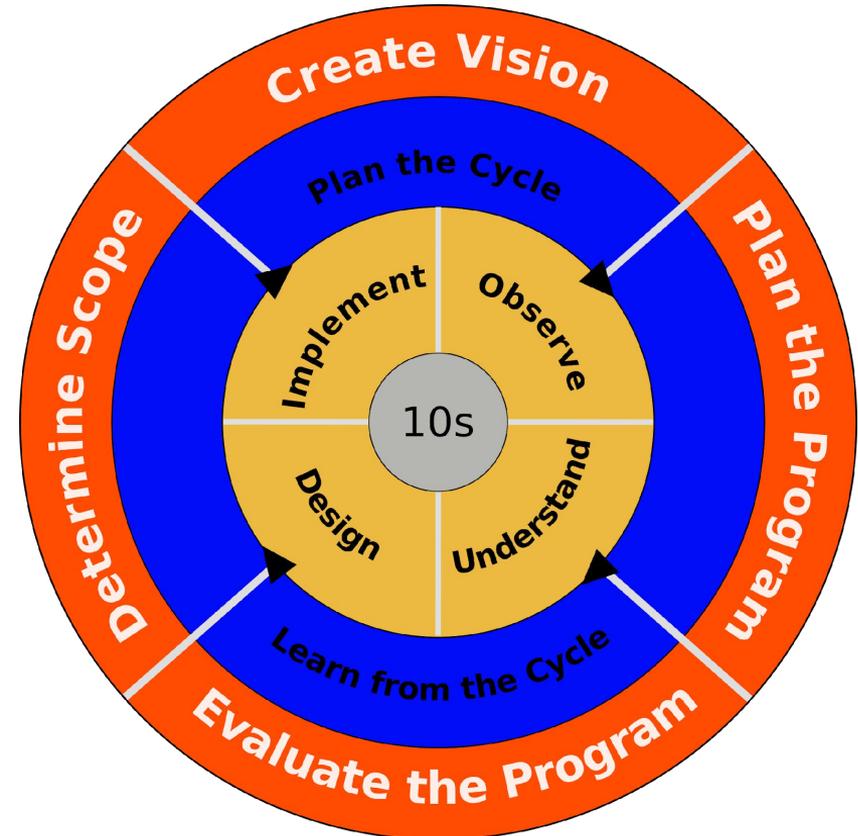
10s is a cyclical model, fitting for a modern **best practices** approach to change.

10s includes **program control**, the outermost layer. This involves defining the assignment (scope), creating the vision and planning the programme.

Within this, work is done in **cycles** of, as a rule, three months at a time, the middle ring. At the end of each cycle, opportunities and obstacles are learned.

The middle ring is **the 'real' change work**. Observing the structure, culture and working method. Coming to an understanding of what is going on. Designing the intervention(s) and implementing the intervention(s).

This organization in cycles creates a learning, self-reinforcing model. This model is not only learning, but also able to respond to the latest insights to respond to them.



Contact us?

RibbonWood Consultancy
Keizersgracht 241
1016 EA Amsterdam

www.ribbonwoodconsultancy.com

+31 85 130 2397

info@ribbonwoodconsultancy.com

KvK 50425463

BTW NL822734849B01

Bank NL50ABNA0628735812