

## TOOL DESCRIPTION

# Rapid Results



**Rapid Results is a structured and result-oriented process that mobilizes teams and increases performance, innovation and development capabilities in +/- 100 days.**

Rapid results teams are small, powerful, multidisciplinary teams that are formed temporarily to advance one or more projects to achieve a specific goal. This process taps into the full potential of a team by creating conditions that favor success, encouraging team members to focus on the result while establishing a space where they can apply appropriate tools and different mindsets.





To be successful, Rapid Results Teams need a high degree of autonomy and to be able to work rapidly, as well as to uncompromisingly focus on results and timebox their activities.

The team needs to be given permission to find the “How”. The energy created by the team depends on their goal; their plan is essential to their success and the key to why this work is different.

The team leader should articulate the “Who” and “Why” and inspire the team members to solve problems. The role of the senior leader is another key reason this work is so different; the role of the leader is simply to remove barriers and to inspire the team. Leaders must learn to articulate any changes in the direction of action as a form of opportunity rather than a directive to maintain a high level of energy.

<b>Duration</b> 3 to 4 months	<b>Participants</b> 4–6 people per team	<b>Facilitation</b> various tools and methods are used throughout the process depending on the challenge the teams tackle
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# Rapid Results | Process

<b>Shaping</b> 1–3 weeks 	<b>Launch</b> 1 day 	<b>Implement</b> within 100 days 	<b>Sustain</b> after 100 days 
<ul style="list-style-type: none"><li>● Shape, define and align on strategic project challenges with the sponsor and define the scope and the expected outcome.</li><li>● Ensure management support for this approach and availability of needed resources: budget, project areas, etc.</li><li>● Recruit team members: ensure that you cover all knowledge and disciplines needed to meet the challenge (multidisciplinary), and focus on experts familiar with the work.</li></ul>	<ul style="list-style-type: none"><li>● Set a Rapid Results goal.</li><li>● Create an initial work plan and backlog.</li><li>● Establish a team operating rhythm and collaboration rules (e.g., weekly meetings for alignment, quality time to tackle challenges jointly, retrospectives to improve collaboration).</li></ul>	<ul style="list-style-type: none"><li>● Start identifying ways to meet the challenges and learn along the way by using agile methods, and especially highly focused and customer-centric methods, to reduce uncertainty related to the key assumptions.</li><li>● Conduct formal review sessions with the sponsor to ensure close alignment and to make decisions quickly.</li><li>● Record what has been learned and develop recommendations on what it takes to maintain the results and scale the impact of what the team has learned in the future.</li></ul>	<ul style="list-style-type: none"><li>● Ensure results can be sustained.</li><li>● Expand what has been learned and innovated to other areas.</li><li>● Communicate examples of success to the organization.</li><li>● Initiate the next phase if required or needed.</li></ul>

# Rapid Results | Process

## BEFORE

Ensure management support for this approach and availability of needed resources: budget, project areas, etc.

Define tasks, communicate these, and recruit team members

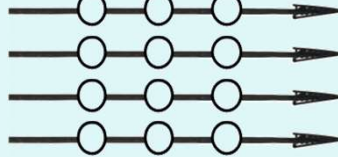
## RAPID RESULTS INITIATIVE

3-4 months



Kick-off Workshop

Upper management and project leader



Focussed teamwork and comprehensive meetings



Final Workshop

Upper management and project leader



Ignore rules



No system building



Support upper management

Rapid Results are particularly effective when several teams are started in parallel. This allows them to learn from one another during the process and to motivate one another.

## AFTER

- Communicate the results
- Derive these from lessons learned
- Encourage employees to maintain a creative mindset

### Measurable results

- Business results
- Success stories
- Courage to find big solutions
- Leadership development on the job