

NEVER WASTE A GOOD CRISIS



Nature or Nurture:

Is Corona a crisis or the beginning of a transformation/evolution?

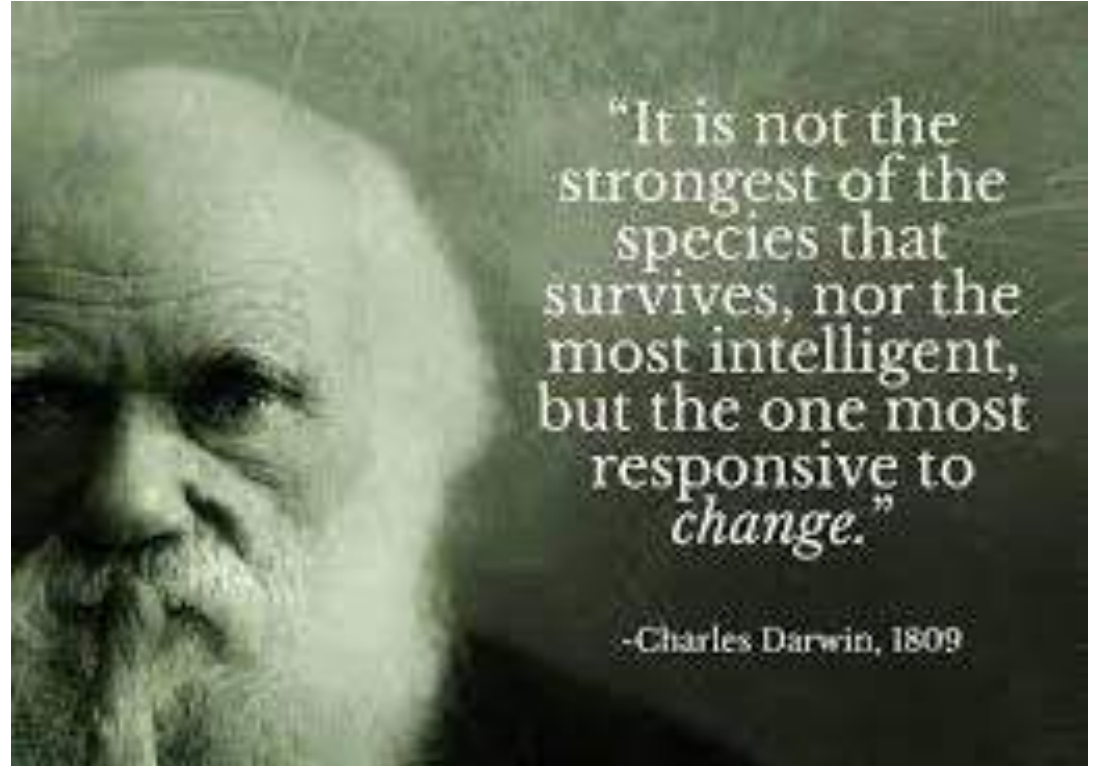
Rudi Peeters – CIO KBC Group

22/04/2020 - online event

EVOLUTION Theory

Nature reacts on changing context. It is not a plan with a target, it is a continuous iteration of changes of which the most successful changes will survive. That's how change is nurtured in nature

Corona changed our context, what will we nurture?



ECOLOGY: self steering adaptation



ECOLOGY: self steering adaptation



ECOLOGY: self steering adaptation



ECOLOGY: self steering adaptation



ECOLOGY: self steering adaptation



ECOLOGY: self steering adaptation



Genetic adaptation



Genetic adaptation



Behaviour adaptation



Behaviour adaptation



Behaviour adaptation



Behaviour adaptation



Behaviour adaptation



© 2010 Pearson Education, Inc. All rights reserved. Pearson Education, Inc. All rights reserved.

Behaviour adaptation



Behaviour adaptation

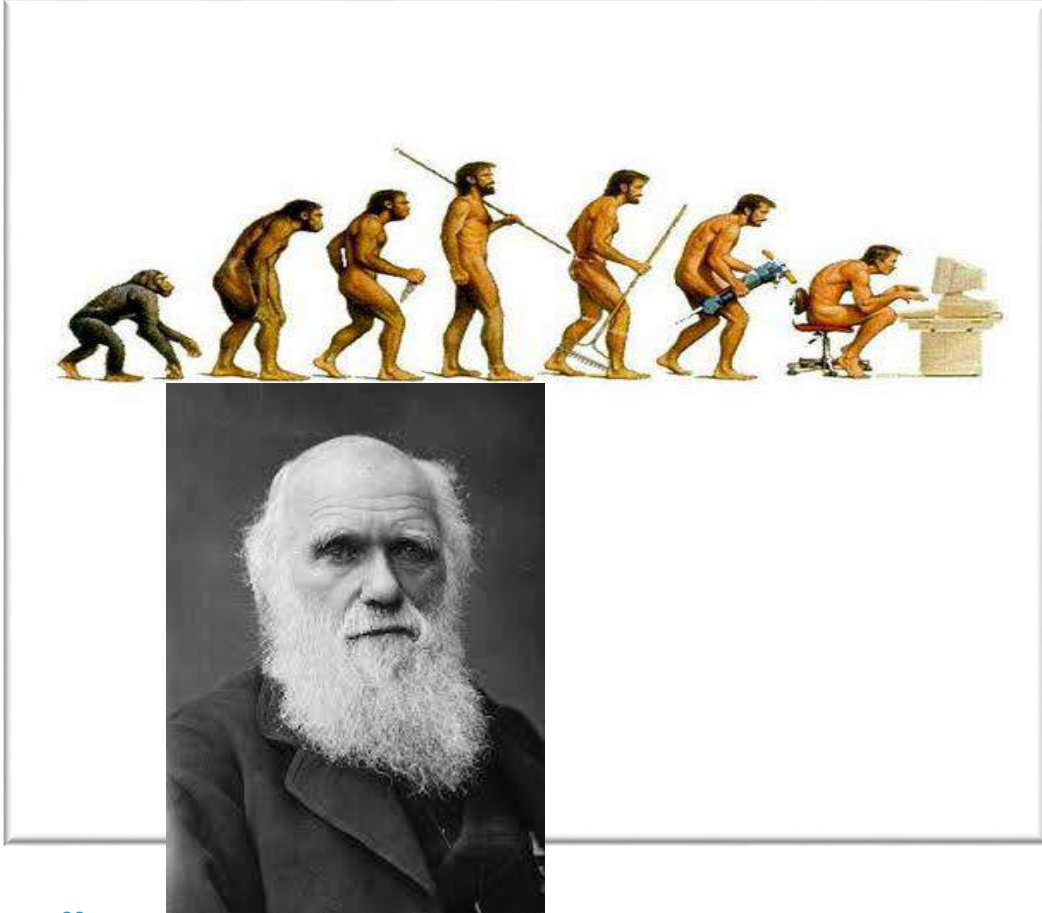


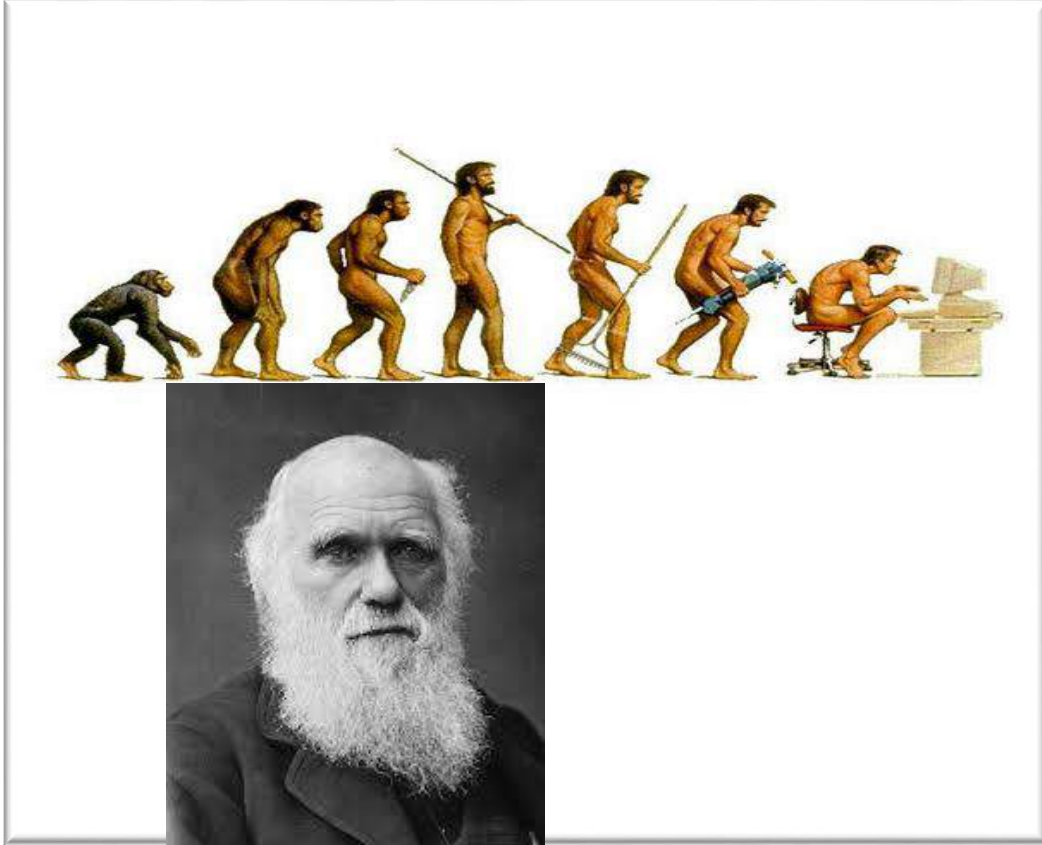
Behaviour adaptation



Behaviour adaptation







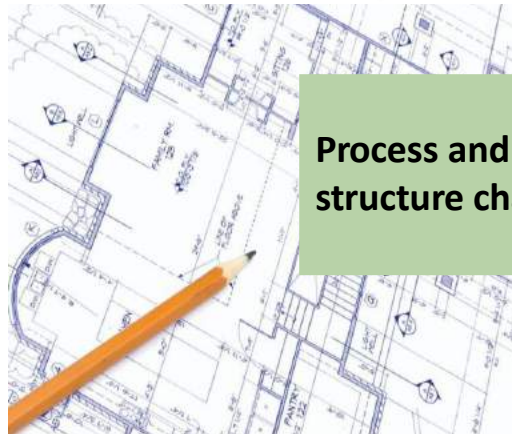
Can we force change?



Can we force change?



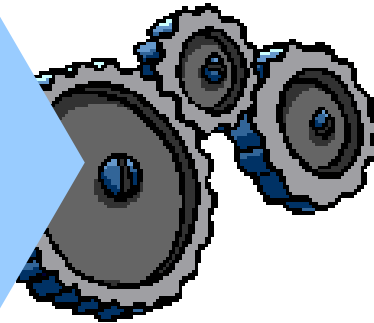
Blueprints, designs, plans, org charts



Process and structure change



People start behaving differently and so producing different results



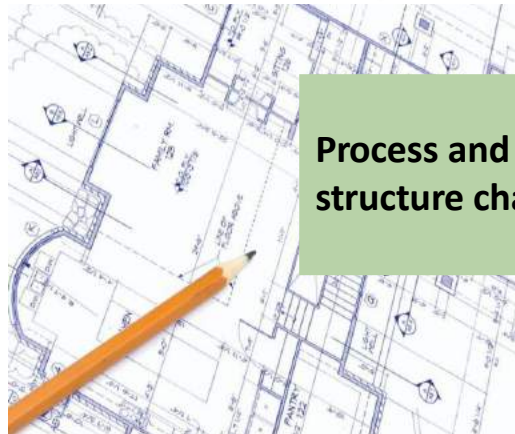
Organisation as well oiled machine



Can we force change?



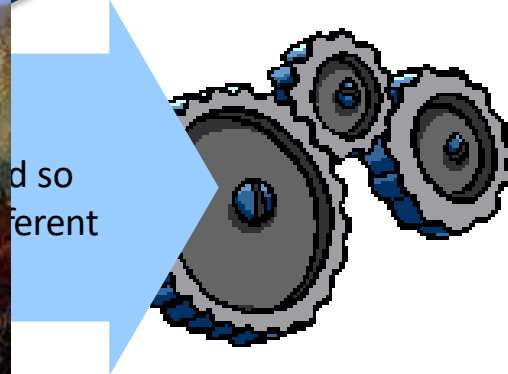
Blueprints, designs, plans, org charts



Process and structure change



Organisation as well oiled machine



Sumantra Ghoshal:

DO NOT CHANGE PEOPLE!



Sumantra Ghoshal:

DO NOT CHANGE PEOPLE!

Let's change the context !
Let's change the smell of the
place !

CONSTRAINT



STRETCH

CONTROL



SUPPORT

COMPLIANCE



DISCIPLINE

CONTRACT



TRUST



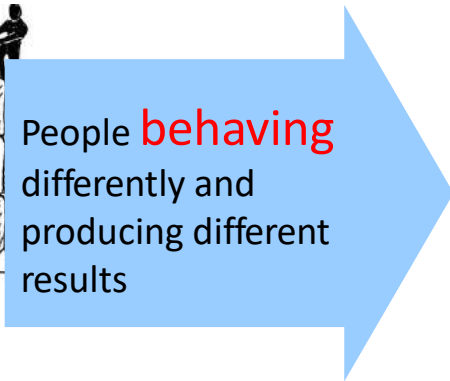
CONTEXT CORONA!



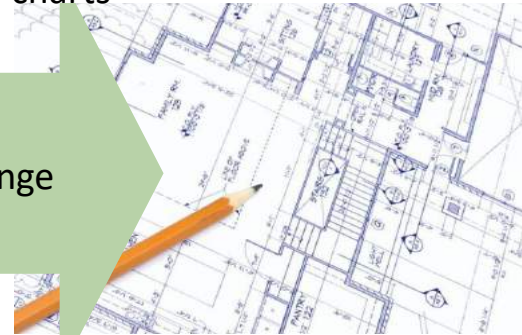
Collaborative
action



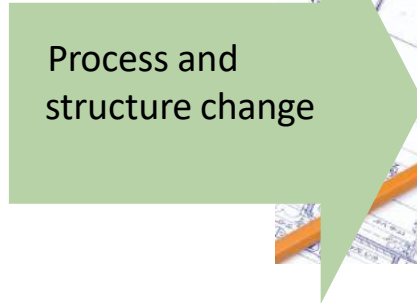
People **behaving**
differently and
producing different
results



Blueprints, designs, plans, org
charts



Process and
structure change



If it blows some people build windbreaks



If it blows some people
build windbreaks

...some people build
windmills



IF YOU WANT
SOMETHING YOU'VE
NEVER HAD,
THEN YOU'VE
GOT TO DO
SOMETHING YOU'VE
NEVER DONE.

IF YOU WANT
SOMETHING YOU'VE
NEVER
THOUGHT OF
DOING
SOMETHING YOU'VE
NEVER DONE.

CORONA effect



WRAP UP

- Nature changes due to context change
- Corona changed our context
- What will we keep as change? What was good?
- Will this be a crisis or transformation?
 - Will homework be a standard in all companies?
 - Will local production become more important again?
 - Will there be a new minimum in digitalization and e-commerce?
 - Will we look different towards healthcare?

Poll

WHAT
DO
YOU
THINK?



T. HANKS



Share your thoughts with us

URL : **sli.do**

Code : **ADM**



See you next week(s) ?



- 29/04 : Tips & tricks in Teams – NTT
 - 06/05 : Arnaud Bacros – Dell Technologies
 - 13/05 : Tips & tricks in Zoom – Xylos
 - More to come!
-
- Timing : 11.15 – 12.00

