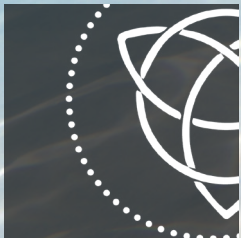


ORGANIZATIONAL CHANGE MANAGEMENT AS A

fluid movement



nParadigm



Biomimicry USES NATURAL PATTERNS

MIGRATE THROUGH TURBULENT WATERS INSTINCTIVELY

Sea turtles have an internal compass that allows them to navigate the open water. Females migrate to their natal beach, traveling thousands of kilometers, to lay eggs in the sand. Hatchlings have a short but high-risk journey to the ocean.

Just like a sea turtle, you have an instinctive ability to navigate your environment. You have an internal compass. At nParadigm we use nature, human nature, to navigate migrations. You will learn not just how to survive but how to thrive in turbulent waters. This agile and instinctive way of moving is an applied methodology – fluid transformation.



Transformation

AN AGILE ABILITY TO ADAPT

LET GO AND FLOW!

In a world of unprecedented disruption and turbulence, transformation today has the same natural principles: the human need to belong and have value. In modern environments with their changing conditions, we have to seek new waters. These forced migrations are new opportunities to deliver value and belong. They are natural states, but they require that we use our inherent natural capacities, our compass.

Transformation is the emergent ability to adapt - sustain change. It is Darwin at his best. Transformation makes us operate on instinct to evolve. Like Darwin, we study nature. We use biomimicry to understand our nature. We have developed a fluid methodology to not simply survive but thrive in environments of constant disruption. Your organization demands that you change. Your nature is to adapt! You are agile by nature! Let go and flow!

AGILE BY DESIGN

At nParadigm we use biomimicry. We build with natural patterns, the inherent human design. We begin with the basic nature of the individual, our core desires: to belong and have value. We apply our holistic understanding of human nature and behavior to organizational systems. This deep psychology, whether individual or organizational, is the internal compass that we subconsciously use to navigate. The more turbulent the water the more we return to these instinctive ways of moving.

“While many clients initiate consultation because there is a problem, ultimately the nParadigm system is based on building relational patterns that will prevent future problems. Our labs will treat the symptoms, but they are designed to treat the system.”

HEATHER TAYLOR-ZIMMERMAN

In the modern environment of constant change, turbulent water, it is not enough to have incremental iterative improvements – you need to move in a fluid state. This state of resilience is a natural state! Navigate your environment, adapting to disparate elements, with your natural ability to integrate and collaborate instinctively. In fact, you already are in a fluid state! 95% of your behavior is subconscious - your internal compass is working!

At nParadigm, we apply our fluid methodology to organizational systems to offer value that is revolutionary and evolutionary. It is transformative – agile by design and sustainable by nature.

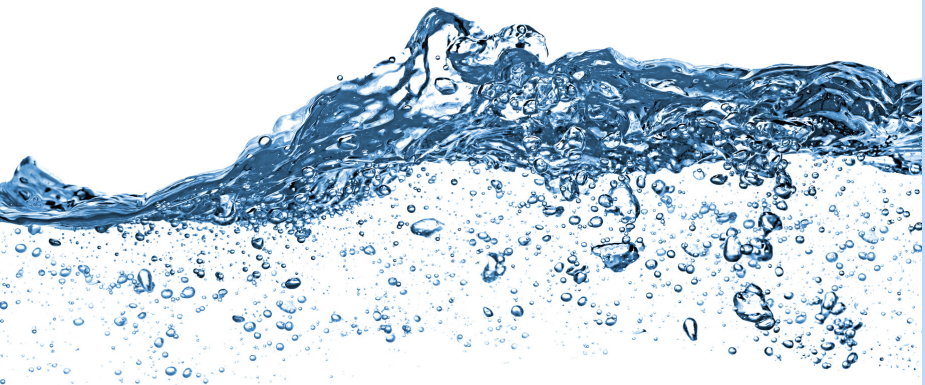


THRIVE IN TURBULENT WATERS

Initiatives that once took years to complete are now being implemented in a year. Organizations are required to manage oceans of information and compressed timelines. You have real dangers and emergent decisions that affect nearly all aspects of your business strategy and operations. The risk of failure is real, but so is the opportunity. You can learn to not simply survive but thrive in turbulent environments. We will teach you adaptive techniques – a fluid methodology – that you can apply to any migration and any environment.

We know the dangers are real. We navigate the potential risks with a well rehearsed agile approach. We align the diverse elements of your business transformation, applying integrated solutions. We define and deliver real value at each phase. Whether it is stakeholder engagement, business strategy, envisioning, culture campaigns, mind mapping, graphic recording, story boarding, archetypal immersion, experiential labs, typology, *topology, or UX/UI – we offer real value with tangible deliverables, timelines and metrics.

**Topology uses human analytics and typology to create technology solutions that match the strategic organizational requirements.*



HUMAN CENTERED DESIGN

nParadigm is a model of corporate cultural adaptation and change management that transcends the fear based desire to survive in order to thrive. We all know that happy and healthy work environments are essential to success. We recognize the need to change and adapt, but how do we do it? At nParadigm we have created a series and sequence of experiential labs and innovative curriculums to facilitate your organizational change - real transformation.

“Culture does not change because we desire to change it. The culture changes when the organization is transformed—the culture reflects the realities of people working together every day.”

FRANCES HESSELBEIN

nParadigm labs are designed to facilitate self-exploration and collaboration. Applying an emergent and adaptive curriculum, a fluid methodology, we facilitate individual and collective transformation. We align purpose, passion and potential to transform your environments - deep sustained change. Learn to navigate your environment naturally!

A SHARED STRATEGIC VISION

nParadigm initiates engagements with a deep dive into the stakeholders and organizational leadership to clearly define and understand the strategic vision. We help leadership to language the business strategy and vision to the organization. A message of cultural inclusion is critical. This increases employee engagement and alleviates resistance downstream or a diluted message. Your organizational engagement drives investment decisions, resource allocations, performance metrics and ultimately project success.

We work with clarity and consensus, a collaborative leadership approach that aligns the strategy with the organizational change. A clear vision and message is critical to organizational buy in. Cultural investment is the ultimate strategy. It determines whether financial and operational goals are achieved. Disruption will have to be addressed but having a shared vision allows you to chart your course and navigate the open water.

NPARADIGM METHODOLOGY – FLUID

Our methodology is an iterative and scalable model to adapt and evolve

- DROP – Deep Dive – The purpose of the change; how it will be integrated, and what value the transformation delivers
- FLOW – Movement – The fluid organizational change; iterative human metrics and analytics that drive the transformation
- CONVERGE – Implement – The integration of the change; facilitation, dissemination and implementation of the transformation
- EMERGE – Achieve – The outcomes of change; innovative and efficient processes designed to achieve systemic transformation



WATER AS A CHANGE AGENT

Water is the most powerful change agent. So, we use the natural metaphor of a water cycle to create and sustain a powerful movement of strategic change. We leverage natural movements and metaphors that work with human nature and adapt to your environment. We apply depth psychology to get at underlying unconscious patterns and systems thinking to create innovative designs and strategies. We communicate in ways that are accessible and simple, using visual data analytics and metrics to synthesize information and bring it to life. By increasing understanding and buy in, we align your organizational purpose, passion and potential to maximize your productivity, innovation, collaboration, and longevity – fluid states of group brilliance.

WE FACILITATE NATURAL CHANGE WITH CULTURAL CURRENTS

Water moves within an ecosystem (not ego system), moving toward a common goal based on natural principles that leverage the power and passion of the group to maximize their potential and productivity. Water removes obstacles, creates energy, supports growth and maintains balance. It FLOWS, and this is our optimal state in which the individual and organizational potential are aligned to create sustainable change. Water adapts to the environment to naturally find the optimal path. It flows on the surface and sinks below into the unconscious to tap the 95% of human motivation that drives behavior and actions. Water connects us, disseminating information and conducting energy as emotion. Water is the cultural current that creates the collective experience. We leverage people's purpose, passion and potential to create a positive culture movement based on a human desire to belong and an instincts to evolve.



fluid CHANGE

We help you navigate the currents of change.

Our FLUID Methodology moves in 4 phases.

The phases are scalable and iterative.

DROP (dive). **Deep dive** into analysis.

FLOW (current). **Move** toward creative solutions.

CONVERGE (confluence). **Implement** coordinated strategy.

EMERGE (ocean). **Achieve** systemic change.

Our fluid method analyzes the problem, creates and implements a solution to achieve systemic change. This is a current that generates momentum, moving from the individual to the collective, while forming positive patterns and pathways. Our fluid approach recognizes that each organization is a unique energetic system that is affected as much by emotion and experience as information. Water is the symbol of the emotional current and the subconscious; the cultural collective experience. We leverage people's purpose, passion and potential to create a positive cultural current.

MANTRA – LET GO + *flow*

PHASE 1 – IDENTIFY THE CHANGE

DROP . DEEP DIVE – The purpose of the change; how it will be integrated, and what value the transformation delivers.

INCLUDING . Typology, Topology and Culture Labs; Interviews and Organizational Mapping; Archetypal and Organizational Analysis (individual, team, stakeholders and organization)

WE IDENTIFY/DEFINE/DELIVER THE CHANGE

ORGANIZATIONAL STRUCTURE – Defines stakeholders, sponsors, leaders and change agents within the organization; assessing their roles and responsibilities, influences and disruptions

ORGANIZATIONAL PSYCHOLOGY – Defines the individual, group and leader psychology – identifies key psychological factors and profiles

ORGANIZATIONAL CULTURE – Defines the individual, group and leader culture – identifies key elements and conditions

HUMAN-CENTRIC ANALYSIS + ANALYTICS – Dropping into and exploring organizational typology, topology and archetypal psychology

WE COMMUNICATE AND TRACK METRICS

We use communication hubs and matrices to track progress, access communication, collaborate and inspire. We use innovative human and technology platforms to engage in organizational transformation (p12).



– WE DIFFERENTIATE WITH HUMAN DATA ANALYTICS

Our data analytics are presented differently to accommodate and incorporate diverse learning, leadership and communication styles. We communicate visually for greater comprehension and retention and we incorporate interactive elements that integrate depth psychology to enhance user engagement and experience. Our maps and charts draw upon the unconscious and our instinctual ability to navigate and find our way. They document past experience and show us where we want to go. From interactive labs to deep dives, we create a culture of participation through inspiration, motivation and modification. We believe in and bring to the surface the value of each team member. We employ a creative and innovative approach to research using human data metrics. We are human centered in our design, users are at the heart of the problem and the solution. Drop and Dive Deep is a skill and a process phase that can be implemented iteratively on different levels of scale.

PHASE 2 – IDENTIFY THE SOLUTIONS

FLOW . MOVEMENT –The fluid change; iterative human metrics and analytics that drive the transformation.

INCLUDING . Mind Mapping, Storyboarding and Imagination labs to envision and chart a path forward; Organizational Psychology and Culture Campaign to navigate the currents of change.

WE IDENTIFY/DEFINE/DELIVER THE SOLUTIONS

ORGANIZATIONAL CHANGE SCALE AND SCOPE

Defines the change in terms of scope and impact –
identifies the target population

ORGANIZATIONAL CULTURE

Defines the group impacted and their culture -
identifies potential allies and obstacles

ORGANIZATIONAL TASK

Defines engagement – number of resources, relationships and roles

ORGANIZATIONAL ASSESSMENT

Defines the individuals and teams impacted by the change -
assessing potential challenges

ORGANIZATIONAL STRATEGY

Define and develop a strategy that scales to align with the scope



– WE DIFFERENTIATE WITH HUMAN INNOVATION AND VISUAL RETENTION

We work with whole brain states to leverage the full capacity of human creativity, mapping strategies VISUALLY and imaginatively based on the ways that our brain's work. By implementing deep psychology to understand, modify and motivate human behavior, we create currents of positive change that lead to projected solutions based on how we adapt and evolve. Our solutions are the natural outcome of the fluid movement of the group, generated from intrinsic change in response to shared experience and environment. Instead of imposing solutions, we help people navigate to find their way to where they want to go. Like dropping in, flowing is a skill and a process phase that can be implemented when it is needed on different levels of scale.

PHASE 3 – COORDINATED STRATEGY

CONVERGE . IMPLEMENT – The integration of the change; facilitation, dissemination and implementation of the strategy.

INCLUDING . Systems thinking and holistic analysis; coordination and creativity labs to move forward strategically; Typology, Topology and Culture Labs; Mind Mapping and Immersion Labs

WE IDENTIFY THE STRATEGY

ORGANIZATIONAL COMMUNICATION

Articulates key messages that to various impacted audiences.

It also accounts for who will send the messages and when.

ORGANIZATIONAL IMPLEMENTATION

Outlines the actions needed from the project's primary sponsor and the coalition of sponsors across the business, with details on visibility, communications and more.

ORGANIZATIONAL TRAINING - TEAMS

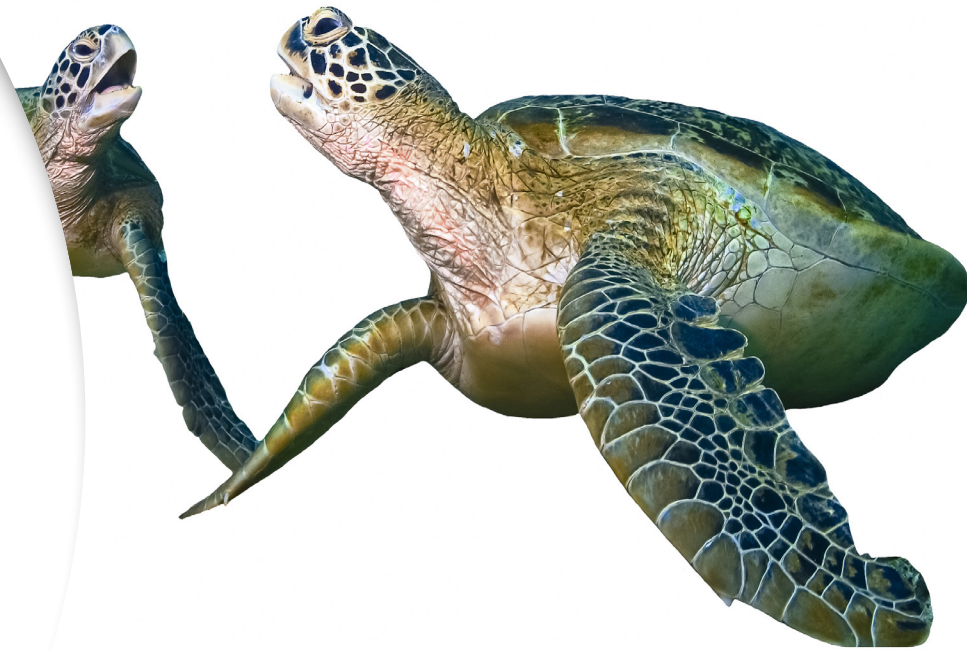
Identifies who will need what training and when. The training plan should be timed to allow for awareness and desire building before employees are sent to training.

ORGANIZATIONAL TRAINING - LEADERS

Outlines how you will engage with and equip managers and people leaders to lead the change with their individual teams.

ORGANIZATIONAL RESILIENCE

Provides a strategy for anticipating areas of resistance, and proactively and reactively addressing resistance



– WE DIFFERENTIATE WITH COMMUNICATION AND INSPIRATION

We specialize in diverse forms of communication that accommodate diversity, leveraging the full potential of the group. Our adaptability and flexibility help us as we implement strategic solutions. From trainings to technology implementation, our human-centric approach helps us to provide real solutions to real people. We know the hazards of implementation resistance and have anticipated and created strategies to work with group psychology to mediate conflict before it occurs. We have training in conflict resolution and creative, nonviolent mediation that we can draw upon in our facilitation. Our leadership Hub and communication, collaboration and inspiration matrix become active tools when needed to inform, guide and grow cultural change during times of conflict. It is when the water gets a little choppy that our background in psychology is at its best.

PHASE 4 – LEGACY

EMERGE . ACHIEVE – The outcomes of change; integrated and efficient processes designed to achieve systemic transformation with increased productivity, innovation, collaboration, longevity, loyalty and efficiency.

WE IDENTIFY ORGANIZATIONAL LEGACY

ORGANIZATIONAL ANALYSIS – REAL RETROSPECTIVE

Identify transformational changes, dynamics, turbulence and change agents as well as potential disruption.

ORGANIZATIONAL RESILIENCE – REAL METRICS

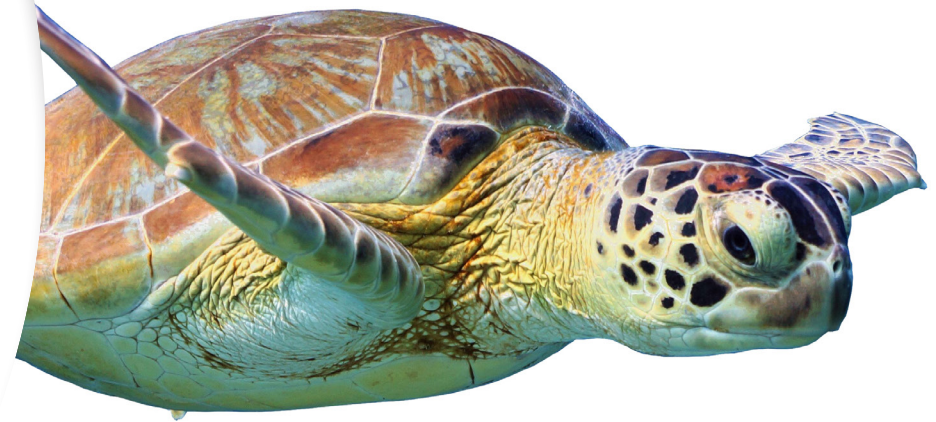
Though people may successfully change, they often revert to their old habits unless they have reinforcement. We train you to maintain a fluid state with innovative methods and mechanisms!

ORGANIZATIONAL RECOGNITION – REAL REWARD

It is important to recognize the hard work people have put into embracing change, and it is equally important to look for means of recognition that will resonate with the individuals.

ORGANIZATIONAL SUCCESS – REAL CELEBRATION

In addition to recognizing the achievements of individuals and groups who have effectively changed, it is important to publicly celebrate the hard work that went into getting to a new future state.



– WE DIFFERENTIATE WITH RESULTS YOU CAN SEE

We graph the outcomes in measurable and tangible metrics that serve as a project legacy and a blueprint for future growth. We realize that change is not always visible and recognized, so we highlight and present the stories that illustrate the key accomplishments and stages in the process to emphasize and reinforce the transformational change that has been achieved. Employing a hybrid strategy adopted from cognitive behavioral therapy and depth psychology, we leave behind a strategic system that has been found to increase awareness by promoting accountability and sustainability. To further reinforce and maintain the growth gained, we offer follow up engagements and quality assurance designed to help you sustain your fluidity in the face of old patterns and future change. At the close of the project lifecycle, we offer closure with exit interviews, as well as organizational storyboarding and storytelling that captures the power of the process. We leave behind legacy artifacts to help people remember the project, it's lessons and their growth.

WE BELIEVE IN COMMUNICATION!

We use communication hubs and matrices to track and assess organizational progress, deliverables, stakeholder engagement, collaboration and inspiration.

COMMUNICATION MATRIX: Daily, weekly, monthly communication with summary analysis in each phase. This is the first artifact that is created and delivered as it provides the structure for the transformation.

COLLABORATION MATRIX: Daily, weekly, monthly collaboration with summary analysis in each phase. This allows for dynamic communication across the organization.

INSPIRATION MATRIX Daily, weekly, monthly inspiration with summary analysis in each phase. This engages the organization on a deeper level, using inspirational techniques and innovative approaches.

LEADERSHIP HUB: A virtual space for stakeholders, leaders, sponsors and change agents to receive and share information in the coordinated movement of each phase.

PROJECT LIFE CYCLE MATRIX: PHASE 1-4

This is a living document that adapts and evolves with the people and project to note and embody change. It is analyzed and summarized at the end of each phase and used as a quality assurance metric.

nParadigm uses technology create innovative platforms and methods to engage individuals and organization. We believe in visual information and use a variety of innovative visual approaches. We create cultures of inclusion which require organic networks of communication. We use a well rehearsed, adaptive and emergent methodology. We have diverse visual tools: graphic recording, story boarding, graphic facilitation, mind mapping, video, websites, portals and hubs with visual metrics.



"Heather is a true visionary. She is innovative by nature and bold in her approach. She is passionate about what she does - creative brilliance. It is not work, it is play."

Siraj Sirajuddin, Founder Temenos Agile

"Heather taps into deep human tendencies, their nature. She has created a curriculum that allows individuals and organizations to move in natural states. It is simple and masterful."

Patricia Bukur, Blue Sky Marketing

"Anna creates magic with her designs. She is able to see beneath the surface to build and create marketing that engages the audience naturally, on a core level. There is no one better."

Kim Lincoln, Author Soul Power

"Anna is talented and passionate. She takes responsibility for her projects. She is very, very hands on. She was not only able to do everything we gave her but exceeded all expectations. She won't even let those around her drop the ball!"

Chad Gardner, CEO Denali AI

**NPARADIGM FOUNDERS:
HEATHER TAYLOR-ZIMMERMAN and ANNA BOATRIGHT**



OUR LEGACY MATTERS

QUALITY ASSESSMENT –

Common in project management, an after-action review of the change management efforts helps to identify strengths and opportunities for improvement to deliver sustained outcomes. We create retrospective with real hands on deliverables for stakeholders and teams.

REAL TAKE AWAYS and DELIVERABLES –

We deliver results that you can see, graphing the outcomes in measurable and tangible metrics that serve as a blueprint for change going forward. Offering follow up engagements and quality assurance design, we help you sustain your fluid state to meet new currents and developments. Real value with tangible deliverables, timelines and metrics.

WE ARE STILL GIVING WHEN THE PROJECT IS OVER!!

WE BELIEVE IN LEGACY YOUR CULTURAL TRANSFORMATION IS OUR LEGACY

We care about your culture. Within our methodology and strategy are culture campaigns. These are intended to address disruption and turbulence but more than that, they are creating a culture. This is your biggest take away and your most valuable asset. Culture is everything.

Culture of **INCLUSION**. Everyone is included from analysis and identification to implementation and completion. This creates energy and also buy in to eliminate and minimize cross currents of dissent.

Culture of **TRANSPARENCY**. Water is transparent and positive change cultures are built on transparency so that people can see, know and feel what is happening. Transparency is a form of cultural honesty.

Culture of **COMMUNICATION**. Communication takes many forms that express diverse intelligences and a fluid culture works with diverse communications styles to integrative everyone's energy and input.

Culture of **INNOVATION**. Innovation is the waterwheel turned by the power of the cultural current, powering the organizations growth in turn. It is the goal of the creative flow and the outcome of change.

Culture of **RESILIENCY**. Water is the most powerful element because it is resilient. It perseveres. We know that people are powerful, and we foster resiliency through a culture that integrates psychology.

Culture of **LEGACY**. When all is said and done, it comes down to legacy: what is left behind. We create a legacy of positive change in terms of deliverable outcomes and the culture that creates them.

*"The real competitive advantage in any business is one word only,
which is 'people'"*

KAMIL TOUME

WE BELIEVE IN HUMAN CREATIVITY

We use our proprietary creative curriculum and methodology
Typology, Topology, Archetypal psychology and Diversity

TYOLOGY. Typology offers a systematic way of understanding people by looking at the differences and similarities in how individuals and groups interact within themselves and between each other and the world. With first-hand training and coursework in typology, led by the world thought leaders in the field, we employ both time-tested and cutting-edge approaches to typology to better understand the project and the people at its core.

“In particular, we employ dynamic forms of systems and organization typology that work with how individuals, groups and leaders relate and adapt to change.”

HEATHER TAYLOR-ZIMMERMAN

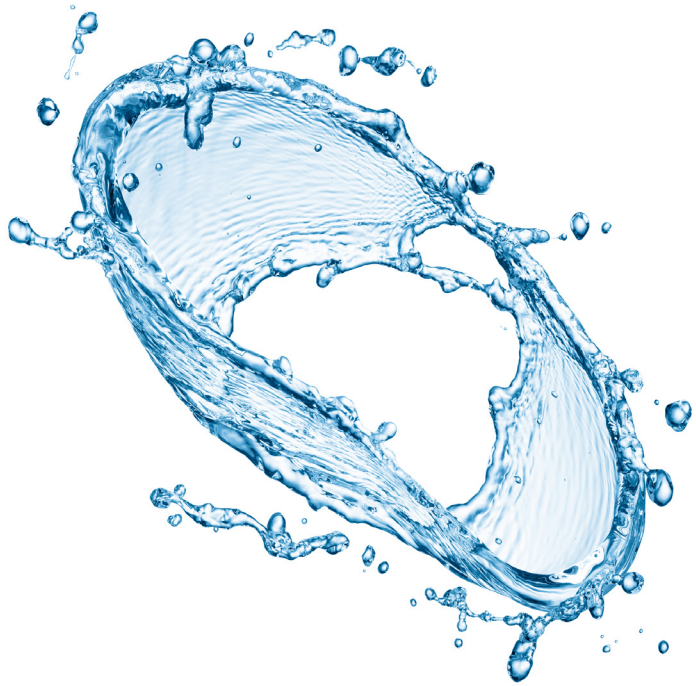
By using fun and innovative labs in our human-centric data collection and creative and animated forms of data analysis, presentation and communication, we help make the process more revealing and appealing. This increases the value of our data and helps to ensure its use. The data outcomes and analytics that we generate create profiles and internal/external understanding that impact current work engagement and those for years to come. Typology is one of the first steps we take to drop in and deep dive into transformational change, since it provides the fundamental information or raw data that helps in our human and technological design.

Our typology is coupled with archetypal and depth psychological analysis to provide information and insight about the roles that the individuals play within optimized groups. All of this information is analyzed and archived for ongoing use on different levels of scale from the personal to the organizational as well as in different capacities from hiring and restructuring to team leadership and management.



– WHOLE BODY and BRAIN = FULL POTENTIAL
With degrees, trainings and certifications in how to accommodate differences to achieve our full potential, we believe that to optimize growth, we need to optimize the differences that are recognized and revealed by typology and topology. Studies have shown that the greatest teams leverage the greatest diversity around common core values, and we use this as a model that balances diversity and unity. We have studied and applied whole brain and embodied knowing, different forms of intelligence and communication, and we understand that each individual and group has a unique potential that they offer the group.

It is our job to help tap into the currents of change to realize the full potential of the individual and the group. This includes a systematic understanding that works in sets of 4 and 8, from typological and topological functions to multiple intelligences, leadership and communication styles. We employ this system strategically in human-centric organizational design.



TEAM TOPOLOGY –

We implement a form of team topology that builds on the foundation of our individual and organizational typology to understand how groups interact with each other and technology. Team Topology is a system designed by Matthew Skelton and Manuel Pais to target appropriate fit and design in terms of technological outcomes and design. Using this approach, we create human and technological solutions through a system of research, analytics, design and implementation in which human-centric needs invoke a technological response.

Underlying the topological approach is early analysis on how the teams function based on identifying recurring patterns of psychological behavior that reveal the group (s) topology. Understanding the group topology streamlines the process of merging human and technological transformation in a way that has proven to be more efficient and effective.

WE BELIEVE IN APPLIED INNOVATION

We are hands on! We use agile methods, manipulatives, voice labs, circle labs, personal narrative, creative expression

The power of culture is like being in the ocean. It is pervasive, and we are subject to its unconscious pull through currents and tides. We realize that culture has the power to make or break a project, allowing us to catch a wave or smashing us on the shore. In our change management, we imagine ourselves as cultural change agents who use the power of culture and the unconscious creatively and constructively. Every engagement is a culture campaign, and we dedicate part of our drop in deep dive to an exploration of culture to testing the water.

“We use topology to create human and technological solutions through a system of research, analytics, design and implementation in which human-centric needs invoke a technological response.”

HEATHER TAYLOR-ZIMMERMAN

In a Relational Lens Lab, we have participants create a mandala (circle art) in which the concentric rings represent aspects of their culture. Through this project, we get to see and let others see how they view themselves, others and the world. They also get to find their group cultural center. It is like a compass exercise which makes the underlying currents known and allows you to navigate their waters. This is a key initial exercise that helps us to view the invisible water around us to better work and play together, increasing project success. Ultimately, culture is the water that evolves us, changing the landscape, and we use it as a source of transformative power.

“nParadigm labs were fun and had a profound effect, both individually and collectively. It is a simple genius that we want to be seen for what we are.”

MARY GIBBONS , MD

NPARADIGM IS FACILITATING A SHIFT

A paradigm is a way of seeing and a framework of being in the world. While paradigms are adaptive perspectives that help us navigate, they can become outdated and require a shift. Just as in the past a flat or two-dimensional worldview became three dimensional, we are now gaining a sense of new dimensions and new potential. A new paradigm is emerging that is helping us to realize this potential, facilitating an adaptive leap in our evolution, both individually and collectively.

"The greatest danger in times of turbulence is not the turbulence—it is to act with yesterday's logic."

PETER DRUCKER

THIS IS A SYNERGISTIC SHIFT TO SUSTAINABLE PRACTICES

This is the core of the shift, a movement from the individual ego-system of unconscious self-focused patterns to the eco-system of conscious group-focused patterns. It is a shift from individual to group consciousness that leverages group genius and potential to meet the challenges of an undeniably interconnected world. Moving from competition to collaboration and aggression to compassion, the new model is one of inclusion in which the whole is more than the sum of the parts. A system, by its very nature, is synergistic and sustainable.

"Insanity Is Doing the Same Thing Over and Over Again and Expecting Different Results"

ALBERT EINSTEIN

NPARADIGM IS A WOMEN-OWNED SOCIAL PURPOSE CORP



"In the long history of humankind those who learned to collaborate and improvise most effectively have prevailed."

CHARLES DARWIN

ORGANIZATIONAL CHANGE MANAGEMENT

fluid migration

www.nparadigmspc.com

