Checklist, Transition Through the “Neutral Zone”

_ Look at methods for rapid prototyping to develop strategy
_ Strengthen systems that building understanding of current and future client, customer and employee needs
_ “Normalize” the neutral zone by creating temporary systems for special projects, temporary assignments, work / system overloads
_ Review your current and planned investments in systems for practicality for likely scenarios up the road.
_ Increase investment in immersive and experiential learning, decrease investments in training.
_ Increase support for learning in topics including listening, creativity, agile teamwork, working through dilemmas vs. problem-solving, and transition management.
_ Consider defining new roles and relationships.
_ Set short-term goals, interim checkpoints, and realistic output objectives within a VUCA context (both volatile, uncertain, complex, and ambiguous as well as the positive aspects of Vision, Understanding, Clarity and Agility)
_ Consider use of a temporary advisory or transition monitoring team (cross-sectional, single purpose team.)
_ Support creative attempts and actions to respond to the organization’s challenges.
_ Use retreats, policy reviews, surveys, and suggestion campaigns.
_ Take ideas shared seriously. Encourage experimentation.
_ Consider alternate views of losses and setbacks within the context of transition.
_ Foster entrepreneurship and intrapreneurship.
_ Take calculated risks.
_ Support reflective practices, allowing for silence and stillness as an action step.