

# What is Stopping Your Organization From Moving Forward?



- ✓ Identify barriers prohibiting change
- ✓ Define solutions to overcome barriers
- ✓ Prioritize solutions to meet goals
- ✓ Create action plans to implement solutions
- ✓ Communicate solution ownership within the organization



INNOVATIVE  
MANAGEMENT  
TOOLS<sup>™</sup>

Solutions for Change Management

# Welcome to HURDLES!



Dear Colleague,

What is stopping you from taking your department or organization forward?

All organizations – whether small, medium, or large; whether young or mature – share the same need to constantly evolve, grow, and become more successful.

HURDLES, the barrier identification and elimination activity, is designed for managers and supervisors who need to know exactly what is obstructing their people from moving forward to a future, desired state of being. HURDLES helps remove those obstructions.

Unlike other activities that require extensive consulting, days of employee time, and excessive costs, HURDLES allows a manager or supervisor to perform a complete analysis in a fraction of the time...at a fraction of the cost.

Not only do supervisors and managers appreciate HURDLES, so do employees. Conducting a session every time a group is faced with barriers to change, they value the communication opportunities that HURDLES provides the participants. Employees also appreciate that their ideas, issues, and insight play an active role in the session results.

I am sure that once you overcome your change barriers using HURDLES, you will quickly find multiple ways to put it to work for you and experience the many benefits.

Sincerely,

Patrick Seaton  
President  
Innovative Management Tools

# What is Stopping You From Taking Your Organization Forward?

What barriers or hurdles are prohibiting your department or organization from moving forward? What solutions exist to eliminate these hurdles? Do the various departments or employees know if, how, or when they need to implement the solutions?

Finding the answers can make the difference as to whether your organization moves ahead...or falls behind.

*HURDLES can help.*

HURDLES is a barrier identification and elimination activity that helps you assess what barriers exist between a current state and a future, desired state, as well as what needs to be done to eliminate these barriers. The result? Clearing the way for forward progress and meeting goals.

With HURDLES, you can conduct a *complete analysis in as little as four hours.*



## Meet the Challenges of Today's Ever-Changing World

In today's fast-paced world, change is the only constant.

HURDLES helps you and your employees cope with transition and embrace change by *eliminating those barriers that prohibit you from getting to the desired state...*maximizing efficiencies while minimizing anxiety.

HURDLES provides managers innovative options to critical challenges, including:

- ✓ Rejuvenating stalled change initiatives
- ✓ Securing employee buy-in to changes
- ✓ Finding ways to eliminate the ever-present "We can't do that. We've always done it this way."
- ✓ Identifying what it takes to be proactive in a reactive culture

### The Activity in Action

#### Merger Woes

The merger took place months ago and things still don't seem to have pulled together into one organization, as one would have hoped. Why is this? What obstacles are obstructing the fusion of the two organizations?

Find out with HURDLES. With HURDLES you can bring two groups together, talk through the future vision, and learn what obstacles they are faced with to make the vision a reality.

Merging two groups of people effectively requires open communication and a willingness to adapt processes and procedures to a new group. Depending on your merger situation, the merge process can range from quite easy to rather bumpy and emotional. HURDLES acknowledges the fact that there will be issues to resolve. By keeping participants focused on the vision, the issues, and the solutions, emotions play a secondary role and the facilitator is able to create a foundation for moving forward.

# Begin Managing the Future... Today

HURDLES helps managers address a variety of organizational challenges.

HURDLES is more than a one-time activity – it provides the framework for a process of employee productivity renewal. To reap maximum benefits, use HURDLES in your department as you encounter substantial resistance to change initiatives. Focusing on those roadblocks that deter progress and identifying solutions to remove those obstacles motivates employees to embrace the upcoming change. The best part is HURDLES can be used across the organization in all departments...all for the same reasonable, one-time cost.

## Use HURDLES to

- ✓ Define a current state of being
- ✓ Create a future, desired state vision
- ✓ Identify barriers prohibiting forward movement toward the future state
- ✓ Brainstorm solutions to the barriers
- ✓ Communicate solutions to other personnel
- ✓ Assign action plans to employees
- ✓ Motivate employees toward the future state by removing frustrating hurdles
- ✓ Generate forward progress toward goals

## The Activity Process

- 1 Assemble the appropriate participants, planning for a four-hour, methodical brainstorming and communication session.



- 2 Run the session effectively, engaging all participants. All material needed to run a session, along with step-by-step facilitator instructions, is included.



- 3 Create well-defined action plans, based on the session results. Move forward efficiently and effectively while you implement your plans.



## Blast Off!

Your organization is growing in leaps and bounds. Orders consistently exceed expectations. Life is great, if you are willing to let the growth drive the business instead of the business driving the growth. Despite your desires to be the driver of growth, you can never seem to get ahead enough to make this happen. What is prohibiting you and your people from taking control of the high-speed train?

Find out with HURDLES. Providing a clear vision of what it means to be the "driver of growth" will help your staff determine what obstacles they are facing today so that changes can be made.

In the high-growth mode, it is easy to become reactive to the many tasks you need to accomplish in a limited amount of time. HURDLES helps managers stay proactive and in control of this exciting but potentially stressful situation.

# Let Us Do it All ... or Show You How

Whatever the size of your organization or the number of employees, Innovative Management Tools has the facilitation, kit, and training options to fit your needs. Whether it is a total barrier elimination solution you need, or simply an on-site facilitation session, we have an option for every organization and every budget.

- ✓ On-site Facilitation Session
- ✓ Standard and Deluxe Kits
- ✓ Facilitator Training

Order Facilitation, Kits, and Training and receive special Solution Pricing!

<p><b>Facilitation Sessions</b></p> <p>Kick off your barrier elimination plan with a four-hour, on-site session with one of your departments dealing with resistance to change and witness the power of HURDLES.</p> <p><b>On-site HURDLES Session Facilitation (Half Day)</b> One session (up to 10 employees) <b>Order Code: 2BEF001</b></p> <p><b>On-site HURDLES Session Facilitation (Full Day)</b> Two sessions (up to 10 employees per session) – morning and afternoon sessions <b>Order Code: 2BEF002</b></p> <p><i>HURDLES Kits sold separately.</i></p>	<p><b>Kits</b></p> <p>Purchase a HURDLES kit and run sessions as often as needed. A complete Facilitator Manual details the process step-by-step.</p> <p><b>Standard Kit</b> <i>Recommended for organizations with up to 15 supervisors or managers at a single location</i> <b>Order Code: 2BEK003</b></p> <p><b>Deluxe Kit</b> <i>Recommended for organizations with more than 15 supervisors or managers at a single location</i> <b>Order Code: 2BEK004</b></p>	<p><b>Facilitator Training</b></p> <p>Training your own internal team of facilitators (training department personnel, supervisors, or managers) on how to best facilitate a HURDLES session is a great way to effectively conduct sessions organization-wide.</p> <p><b>Train the Facilitator HURDLES Training</b> <i>One full-day session (up to 16 people) conducted by a certified HURDLES trainer</i> <b>Order Code: 2BET005</b></p> <p><i>HURDLES Kits sold separately.</i></p>
--	---	--

<b>Solution Packages</b>	
<b>One Facilitation and Standard Kit</b>	<i>Order Code: 2BES006</i>
<b>One Facilitation and Deluxe Kit</b>	<i>Order Code: 2BES007</i>
<b>Two Facilitations and Standard Kit</b>	<i>Order Code: 2BES008</i>
<b>Two Facilitations and Deluxe Kit</b>	<i>Order Code: 2BES009</i>
<b>Facilitator Training and Standard Kit</b>	<i>Order Code: 2BES010</i>
<b>Facilitator Training and Deluxe Kit</b>	<i>Order Code: 2BES011</i>
<b>One Facilitation, Standard Kit, and Facilitator Training</b>	<i>Order Code: 2BES012</i>
<b>One Facilitation, Deluxe Kit, and Facilitator Training</b>	<i>Order Code: 2BES013</i>
<b>Two Facilitations, Standard Kit, and Facilitator Training</b>	<i>Order Code: 2BES014</i>
<b>Two Facilitations, Deluxe Kit, and Facilitator Training</b>	<i>Order Code: 12BES015</i>

**Make HURDLES a vital part of your ongoing decision-making and change management processes!**

Order Code	List Price	Savings of
<i>Products and Services Sold Individually</i>		
<b>2BEF001</b>	<b>\$995 *</b>	
<b>2BEF002</b>	<b>\$1,895 *</b>	\$95
<b>2BEK003</b>	<b>\$895</b>	
<b>2BEK004</b>	<b>\$1,695</b>	
<b>2BET005</b>	<b>\$1,895 *</b>	
<i>Solution Packages</i>		
<b>2BES006</b>	<b>\$1,800 *</b>	\$90
<b>2BES007</b>	<b>\$2,800 *</b>	\$90
<b>2BES008</b>	<b>\$2,700 *</b>	\$185
<b>2BES009</b>	<b>\$3,500 *</b>	\$185
<b>2BES010</b>	<b>\$2,690 *</b>	\$100
<b>2BES011</b>	<b>\$3,690 *</b>	\$100
<b>2BES012</b>	<b>\$3,600 *</b>	\$185
<b>2BES013</b>	<b>\$4,400 *</b>	\$185
<b>2BES014</b>	<b>\$4,580 *</b>	\$200
<b>2BES015</b>	<b>\$5,380 *</b>	\$200

\* Prices for On-site Facilitation and Training sessions do not include travel to and from location. Contact Innovative Management Tools for additional costs.

HURDLES can pay for itself in as little as eight weeks – let us show you how. Contact Innovative Management Tools.

# Pulling All the Pieces Together

Reaching organizational success in today's world requires eliminating barriers or excuses for changing and growing.

At Innovative Management Tools, we are dedicated to providing organizations and managers with innovative, cost-effective change management solutions that maximize employee productivity while minimizing employee anxiety... giving managers more time to plan and implement strategies.



Solutions for Change Management

Innovative Management Tools LLC  
912 Merry Lane  
Milladore, Wisconsin 54454  
USA

[www.innovmgmt.com](http://www.innovmgmt.com)

Telephone: 715-340-9606  
Fax: 715-457-2040