

Organizational Whack-a-Mole

Ever found yourself in the fast-paced, seemingly never-ending game of Whack-a-Mole in the office? Well, let me be your guide through what I call Organizational Whack-a-Mole™, a dynamic challenge, where the moles are not critters but the common and recurring issues popping up in every corner of your company. They pop up in random places, at different timing, and sometimes you wish you had two mallets so you could hit them down faster. Well, buckle up as I introduce you to our secret weapons – Conversation Frameworks™, your diverse set of mallets ready to tackle these challenges head-on.



1. Let's Set the Stage: People, Process, and Planning Challenges

In this “game”, a very serious game, the moles take three forms: People challenges, involving movements within positions, departments, teams, and projects; the ever-evolving and improving Processes; and the ongoing new projects requiring constant Planning. These challenges are part of the business landscape, and our goal is not to wipe them out but to be prepared and face them with resilience. Within these three categories of moles, there are 28 common and recurring challenges that every company encounters with time. Some challenges are more frequent and occur multiple times per year while others are maybe once a year challenges or situations.



2. Meet the Arsenal: Conversation Frameworks as Specialized Mallets

Just like a carpenter needs a variety of tools, you don't play Organizational Whack-a-Mole with just one mallet. Enter Conversation Frameworks™ – a diverse set of mallets designed to handle specific challenges. Crafted with precision, each framework ensures a targeted and effective approach to address the unique nuances of different situations.



3. Ready, Set, Go: Embracing the Inevitable Challenges

We get it, challenges are bound to happen due to the constant motion of People, evolution of Processes, and projects that need Planning. Instead of hoping the moles won't show up, we empower you to be ready and armed with the right Conversation Framework to tackle them when they do.

4. Consistency is Key: Hitting Challenges with Intentionality

Organizational Whack-a-Mole isn't a one-time event; it's about consistent action. Conversation Frameworks bring intentionality to your approach. Whether it's a People challenge, a Process refinement, or a Planning hurdle, the mallets are ready, delivering strategic hits for a controlled and purposeful response.

5. The Never-Ending Game: Adapting to People, Process, and Planning Dynamics

The moles might take a breather, but the game never truly ends. As long as your company operates in the realms of People, Process, and Planning, challenges will resurface. The magic lies in your ability to adapt and utilize the Conversation Frameworks as your ever-ready arsenal for mastering the ongoing work of Organizational Whack-a-Mole with consistency, proactiveness, and intentionality. 🛠️