We want to transform the industry through powerful assessments that are quick and easy to be performed
Why do I have to Assess?

• Understand Current Situation and deviation from the future
• Awareness, breakdown, breakthrough
• Critical for continuous improvement and innovation
• Engage people through meaningful conversation to increase their perception as they reduce thrownness, blindness, and misrepresentation
• Reshape conversations for action
• Helps build a narrative that represents the social context I am within
6 elements of a Narrative by Paulo Napolitano

• I know what I need to accomplish/deliver (I know my promise),
• I know where I am right now,
• I know the deviation from what I said I was going to accomplish,
• I know the corrective actions I need to establish to put be on track again,
• I have a process in place to deliver my promise,
• I am practicing continuous improvement
## Lean Journey Evolution

<table>
<thead>
<tr>
<th>Focus</th>
<th>Tool &amp; process driven</th>
<th>Customer driven</th>
<th>Value driven</th>
<th>System Driven</th>
</tr>
</thead>
<tbody>
<tr>
<td>Structure</td>
<td>Hierarchical</td>
<td>Flattened organization</td>
<td>Collaborative/customers and performers</td>
<td>Network</td>
</tr>
<tr>
<td>Power</td>
<td>Authority based on position</td>
<td>Knowledge influences authority</td>
<td>Fully knowledge-based</td>
<td>System Knowledge-Based</td>
</tr>
<tr>
<td>Leadership</td>
<td>Reactive</td>
<td>Proactive</td>
<td>Empowerment</td>
<td>Enaction</td>
</tr>
<tr>
<td>Learning</td>
<td>Punctual Improvement</td>
<td>Improvement</td>
<td>Continuous Improvement</td>
<td>Innovation</td>
</tr>
<tr>
<td>Organization Approach</td>
<td>Traditional</td>
<td>Less traditional/Plastic</td>
<td>Flexible</td>
<td>Adaptive</td>
</tr>
<tr>
<td>Transformation</td>
<td>Hard to sustain</td>
<td>Easier to sustain</td>
<td>Sustainable</td>
<td>Completely Sustainable</td>
</tr>
</tbody>
</table>

By Paulo Napolitano
Adaptive
Flexible
Less Traditional/Plastic
Traditional

Hierarchical
Flattened Organization
Customer & Performer

Enaction
Empowerment
Proactive
Reactive

Authority based on position
Knowledge influences authority
Fully knowledge-based
System Knowledge-Based

Punctual Improvement
Improvement
Continuous Improvement
Innovation
Learning

Power
Structure

Adaptive
Flexible
Less Traditional/Plastic
Traditional
Reactive

• It occurs when you don't plan ahead to handle problems or opportunities. By reacting to situations only as they arise, you may fail to avoid a crisis or exploit a chance to succeed.
Proactive

• Being capable to anticipate problems and avoid them ahead of time.

• Takes initiative.

• Behavior is a product of their own conscious choices rather than a product of their conditions
Empowerment

• Employee empowerment is the process of giving front-line employees the authority to make decisions once reserved only for managers.
Enaction

- **Enaction** is the idea that organisms create their own experience through their actions. Organisms are not passive receivers of input from the environment but are actors in the environment such that what they experience is shaped by how they act.
Adaptive
Flexible
Less Traditional/Plastic
Traditional

Hierarchical
Flattened
Organization

Customer & Performer
Network

Enaction
Empowerment

Proactive
Reactive

System Knowledge-Based
Fully knowledge-based
Knowledge influences authority
Authority based on position

Punctual Improvement
Improvement
Continuous Improvement

Innovation

Leadership

Power

Structure

Learning

Adaptive
Flexible
Less Traditional/Plastic
Traditional

Allele Network
Paulo Napolitano
pnapolitano@allelenetwork.com
Phone: 415 - 937438