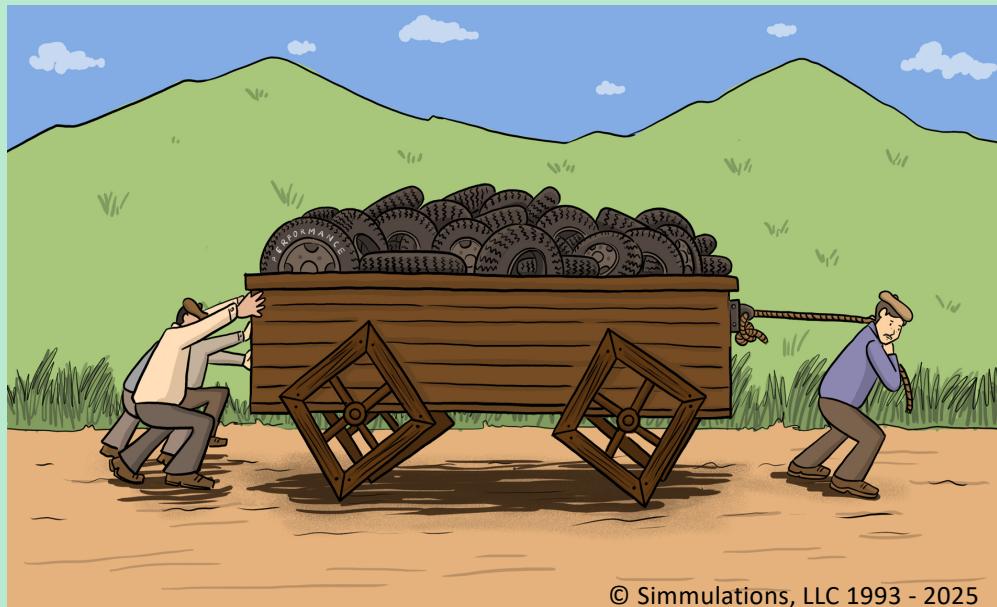


# A **Square Wheels®** Story of Collaboration, Enablement, Innovation *and Reality.*

by Dr. Scott J. Simmerman



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*Most agree that this is how most organizations  
really work:*

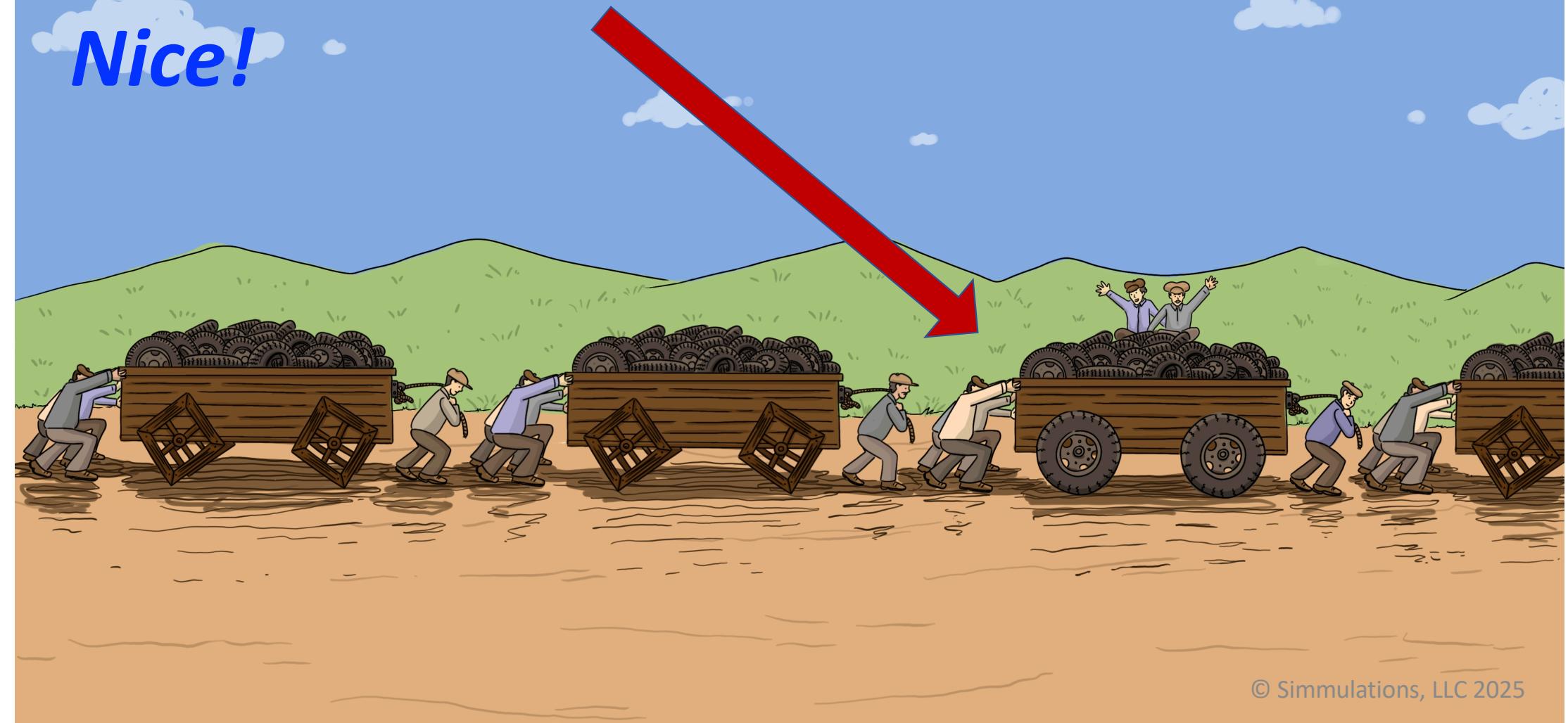


**...yet round wheels are already in the wagon and  
improvements are possible.**

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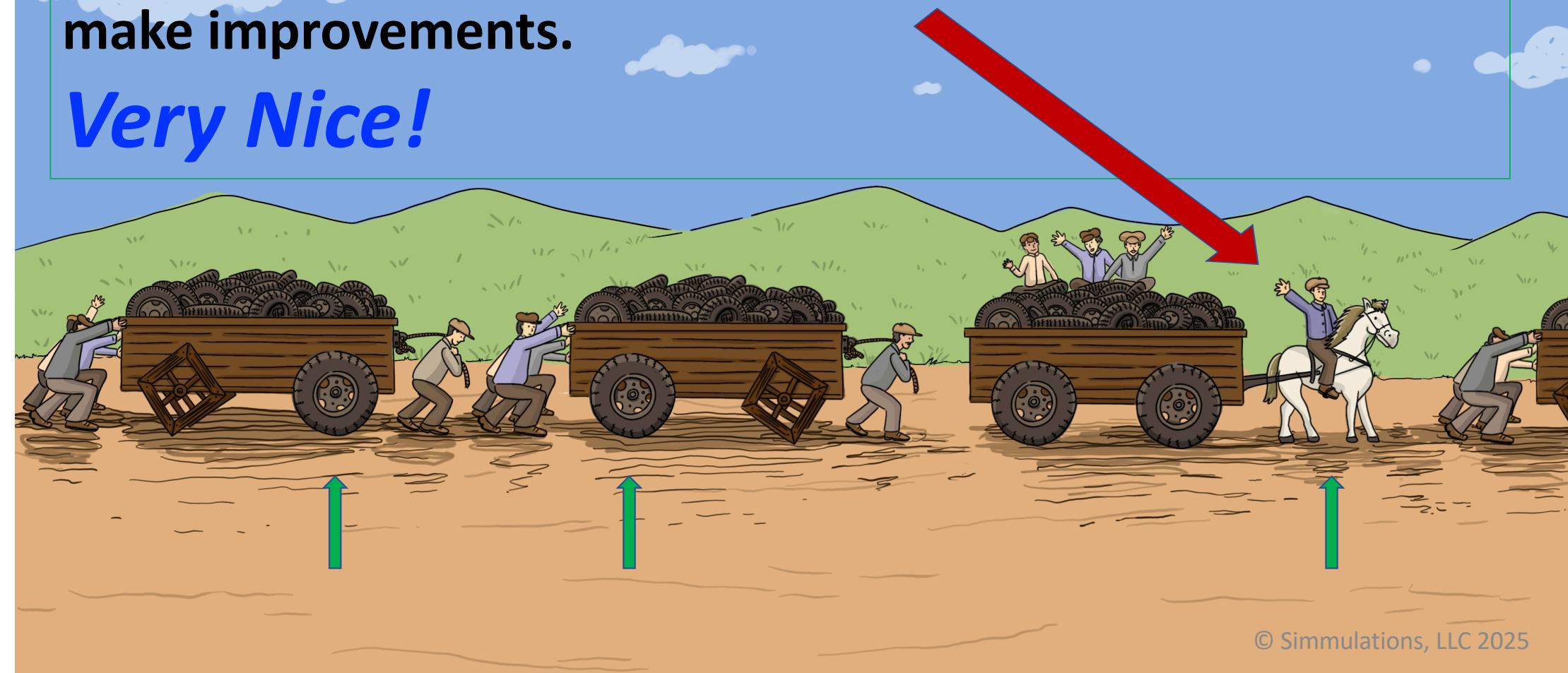
One of the workgroups actually implements round wheels.

*Nice!*



As our most innovative work team continues to implement improvements, the other teams also discover they can make improvements.

*Very Nice!*



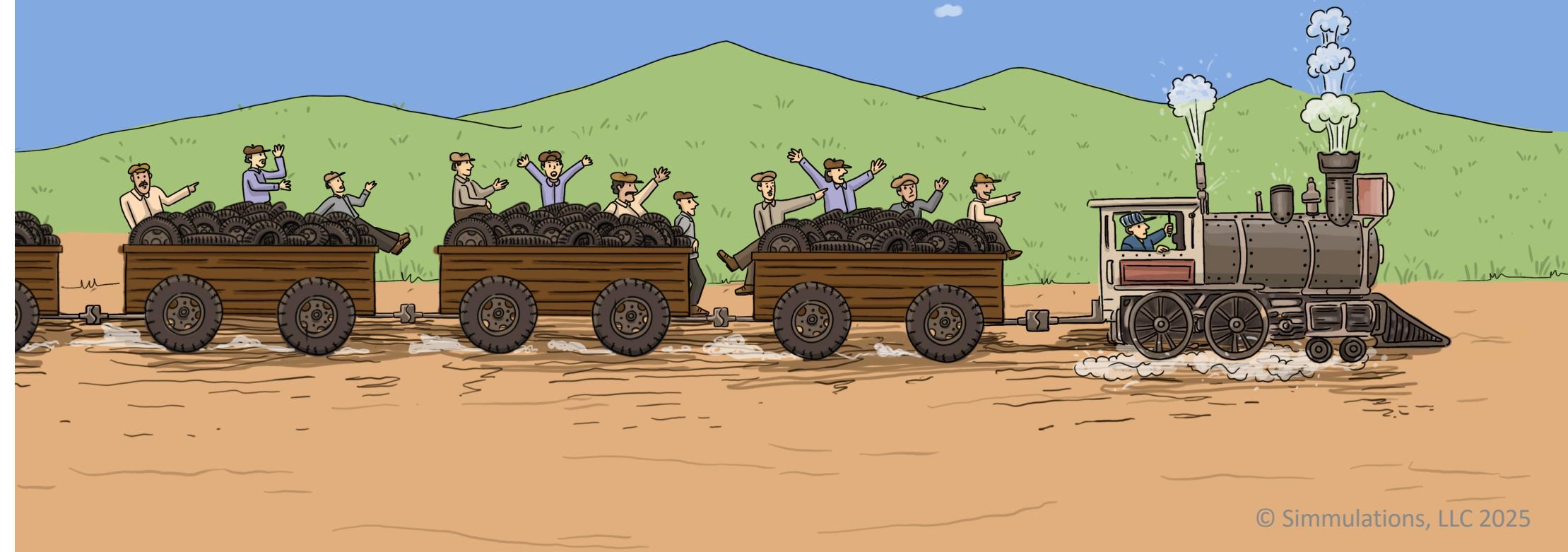
And the whole organization has now implemented ideas.

But, are we really making more better *overall* progress?

**Very Very Nice!**

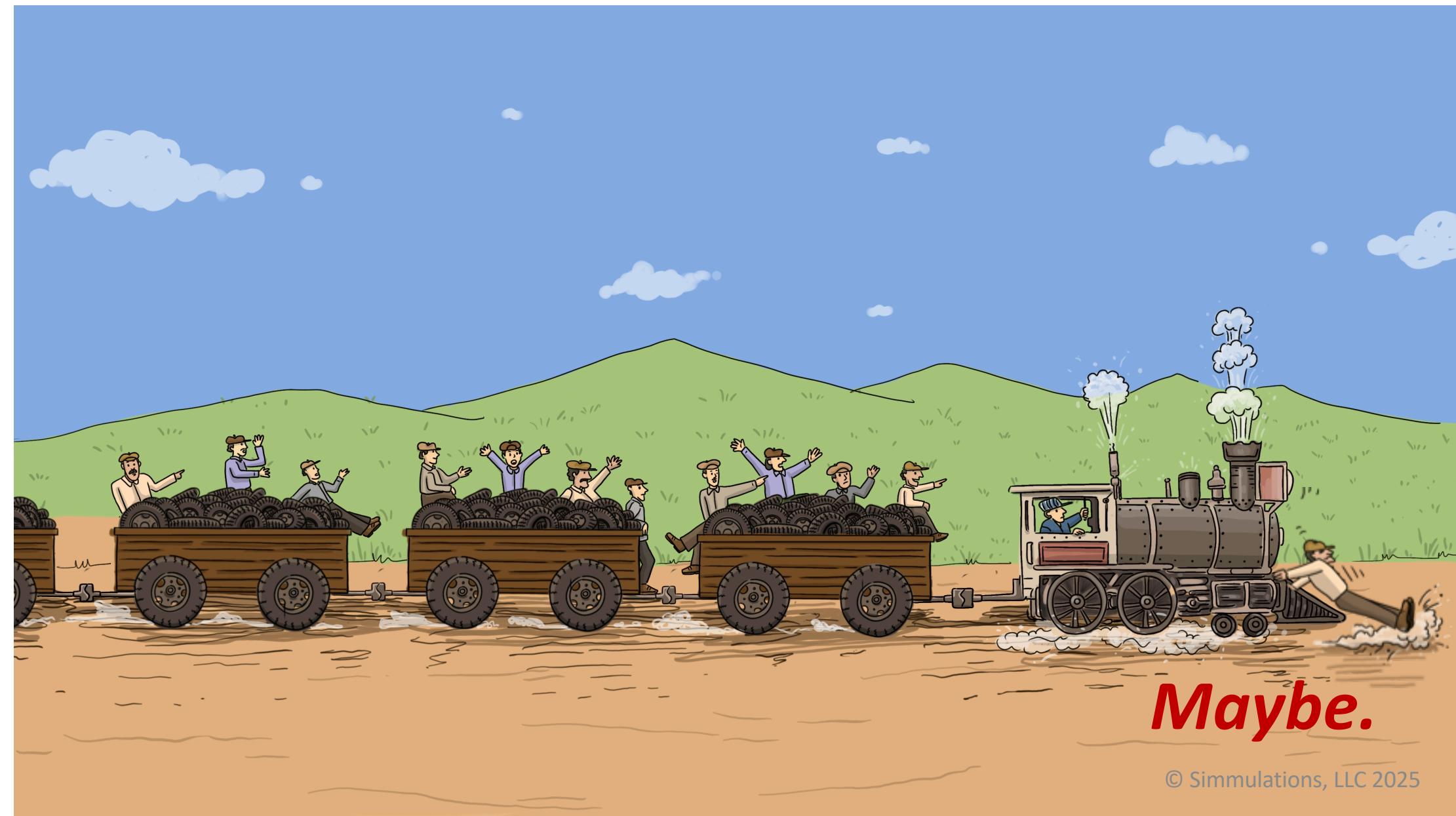


***NOW, we can really get moving, RIGHT?***



**It most surely would be nice. *But:***

- The reality is that organizational cultures don't always support innovation and collaboration.
- We almost always need the support of managers up forward to fund the changes and provide the resources.
- Small improvements are always possible, but Big Organizational Improvements are a different story...



**Maybe.**

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## Possible Learning Lessons:

- A reality is that we need to involve and engage almost everyone, everywhere, to improve the workplace.
- Square Wheels are everywhere; Round wheels are already in the wagon.
- People do have ideas for improvement, and we should let them test changes and share what they learn.
- Asking for ideas is powerful, and doing things with active involvement is key to better performance.
- Organizational cultures are often built so that improvements are mandated top-down and resisted from the bottom.
- We need middle and senior managers to actively support workplace improvement, instead of resisting changes that feel “done to” them.

## Other Learning Lessons:

If you are interested in creating some tools for improvement in your organization or business, connect with me.

See a bunch of blogs about organizational development wrapped around the easy use of Square Wheels communications tools at:  
[www.PerformanceManagementCompany.com](http://www.PerformanceManagementCompany.com)

We can collaborate on product development, books, card decks, powerpoint-based teaching tools and eLearning programs.

Email me at [scott@squarewheels.com](mailto:scott@squarewheels.com)