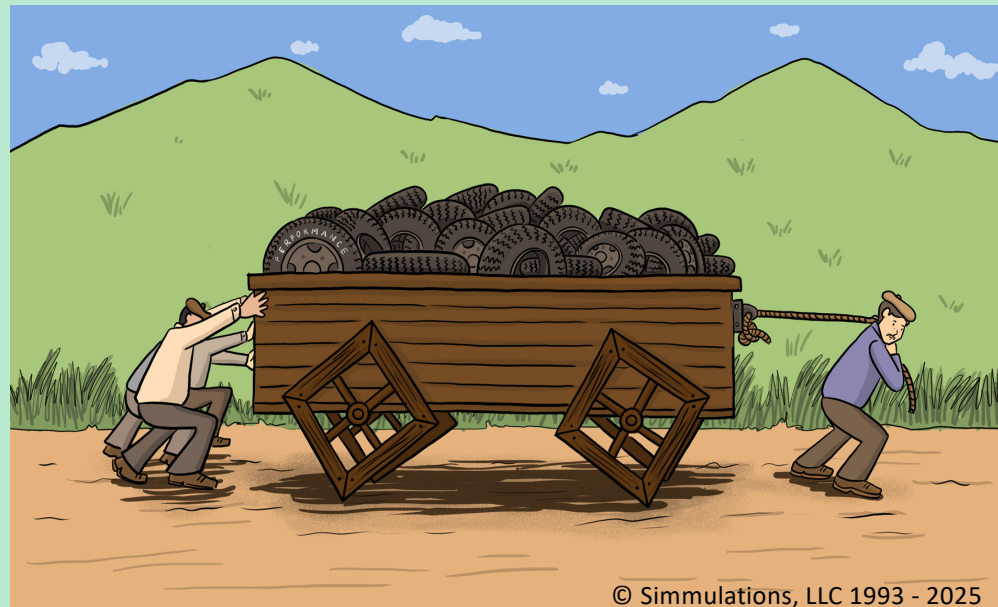


A Square Wheels® Story of Collaboration, Enablement, Innovation *and Reality.*

by Dr. Scott J. Simmerman



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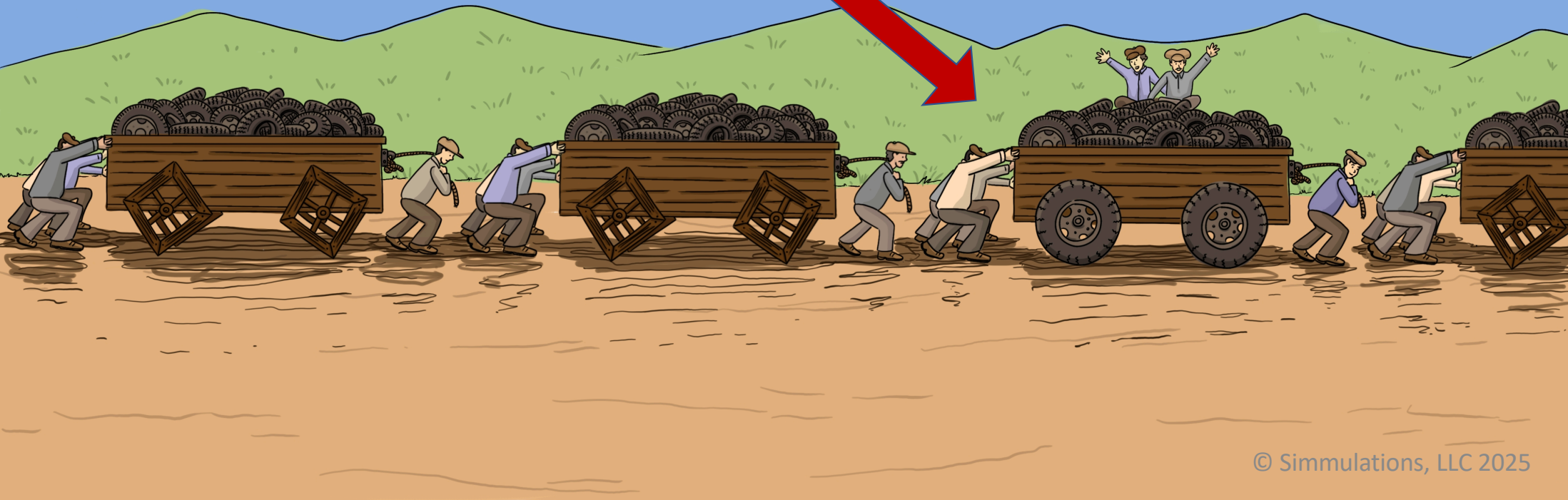
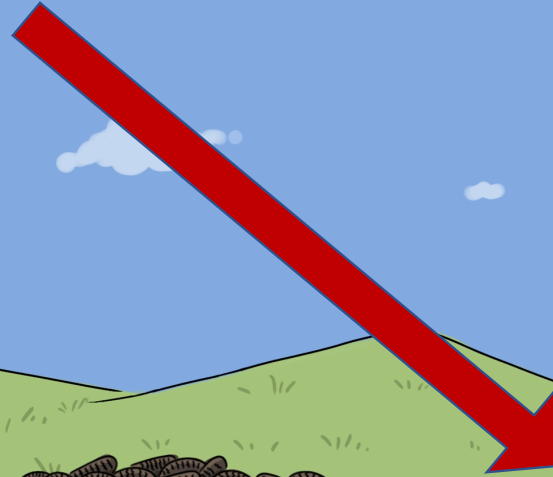
Most agree that this is how most organizations really work:



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

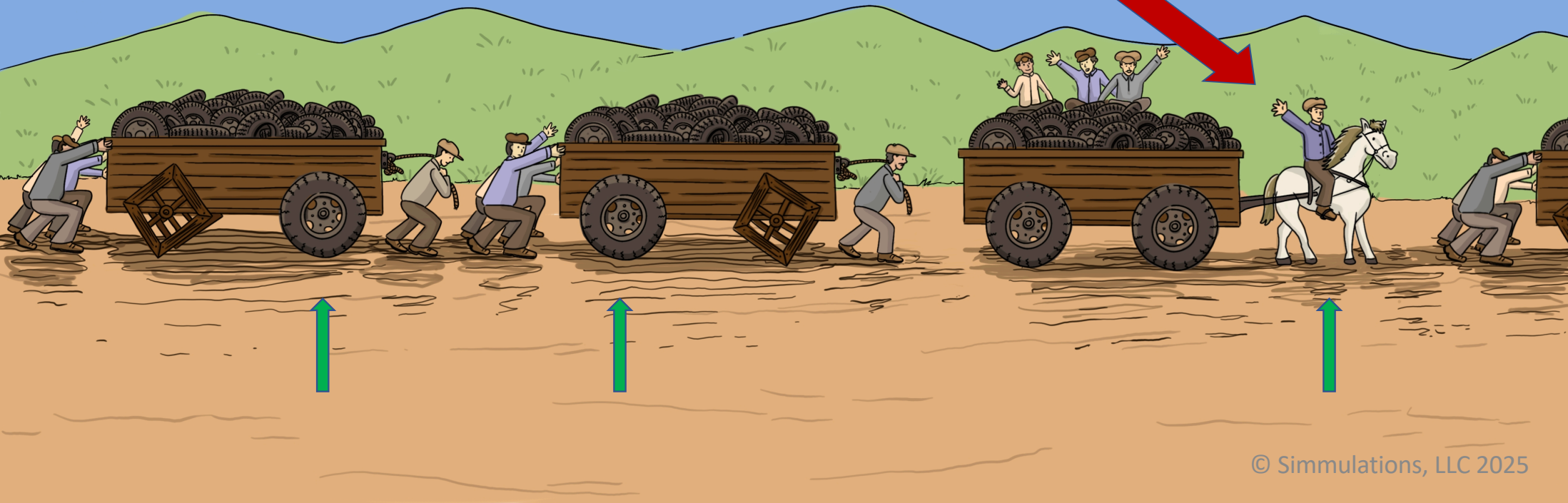
One of the workgroups actually implements round wheels.

Nice!



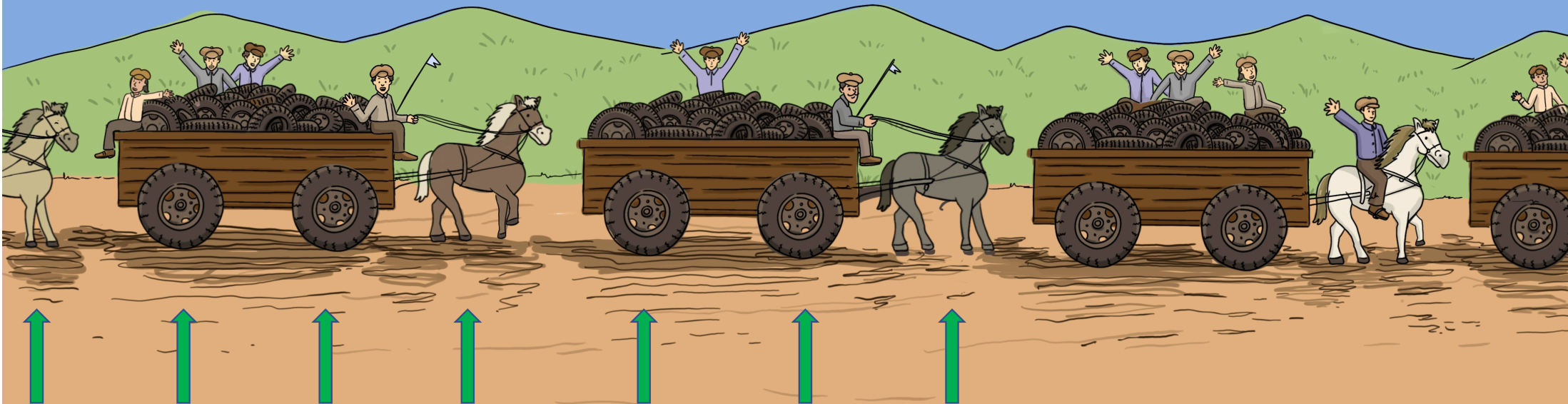
As our most innovative work team continues to implement improvements, the other teams also discover they can make improvements.

Very Nice!



And the whole organization has now implemented ideas.
But, are we really making more better *overall* progress?

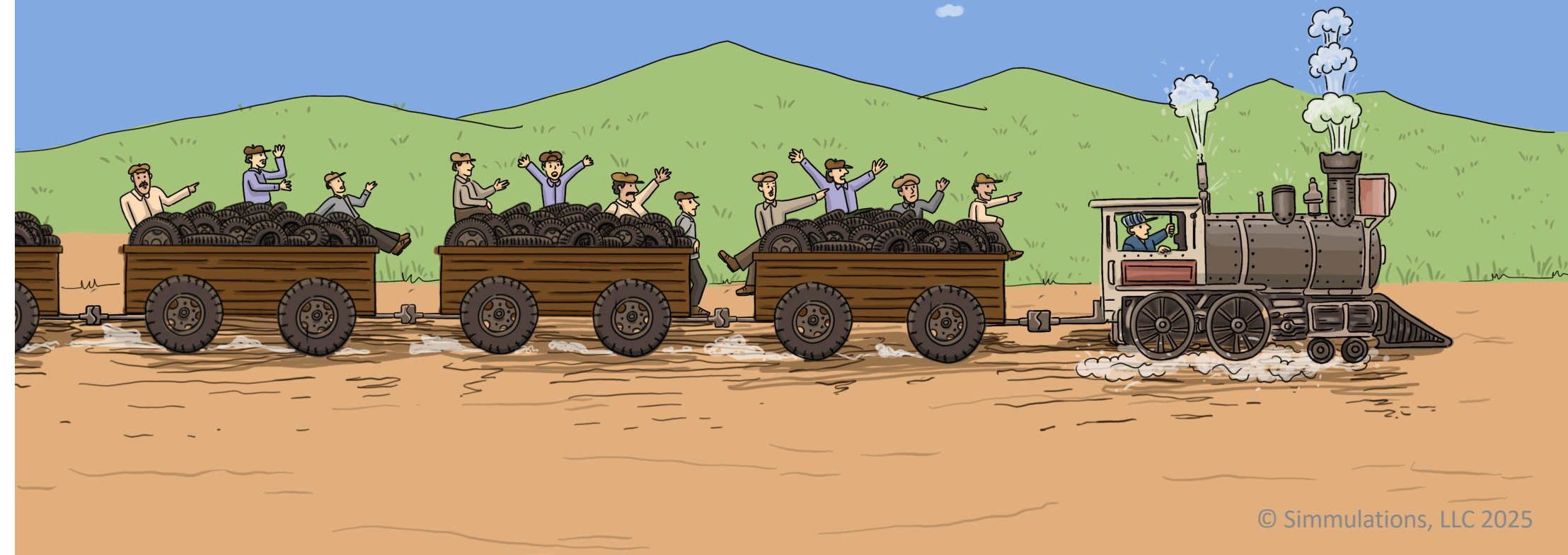
Very Very Nice!



(The wagon train is only as fast as the slowest wagon.)

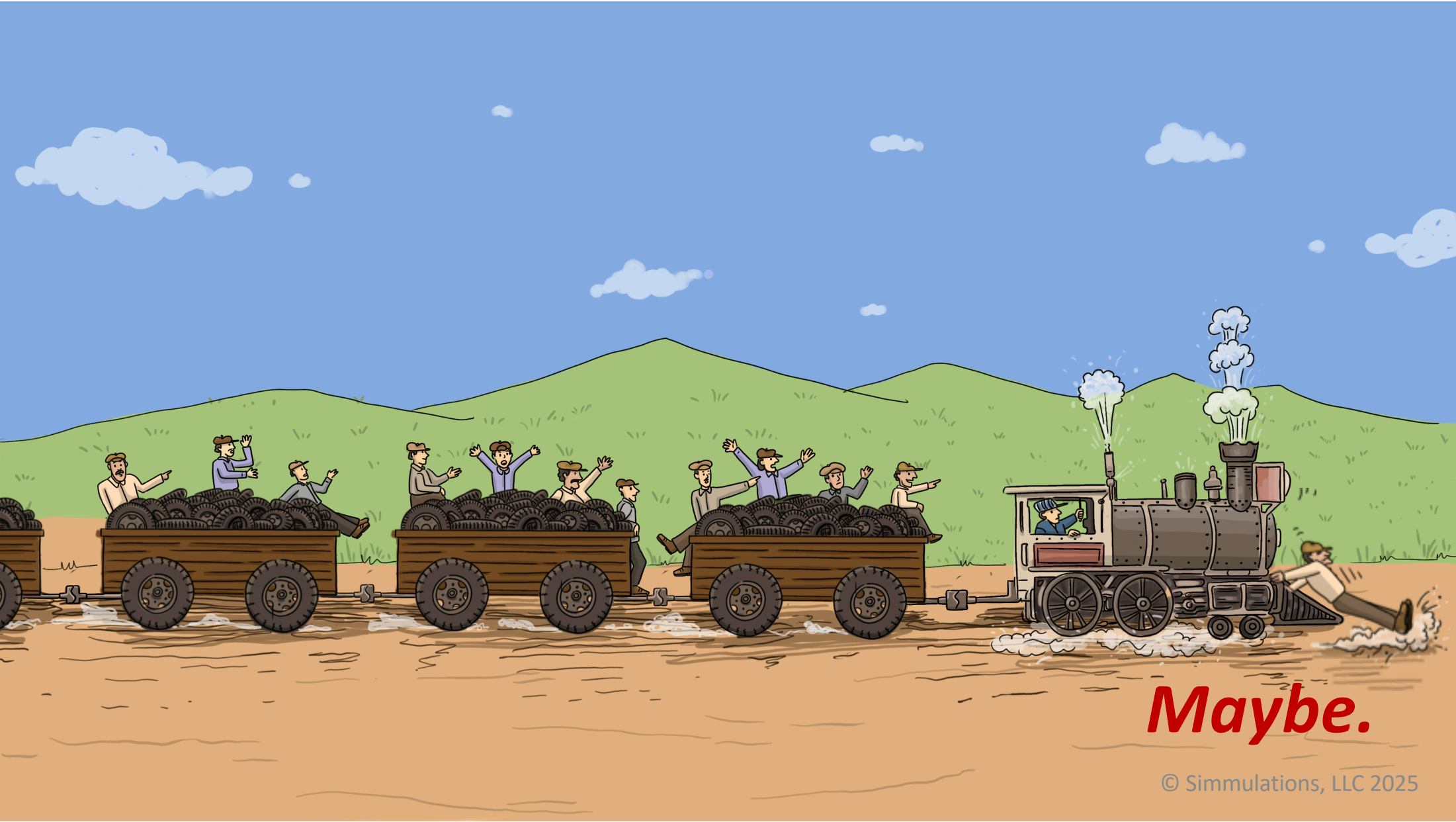
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NOW, we can really get moving, RIGHT?



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.

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

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

Email me at scott@squarewheels.com