

# RTSC PRINCIPLES

## Preferred future

Combine the best of your past and present and compelling visions for your desired future. When you build this integrated picture, people are energized to make it real.

## Create Community

Ensure people feel allegiance to their respective part of the organization and allegiance to the larger whole. When these dual alliances exist, people collaborate as part of something larger than themselves that they have created and believe in.



## Empower & Engage

Clear direction with limited inclusion and broad-based participation can both be engaging. Keep asking, “Who are the key stakeholders and how can we engage them?” to build commitment and ensure you get the right answers for your organization.

## Real time

Live in your future and plan for it at the same time. When you think and act as if you were already the organization you want to become, your desired future happens faster.

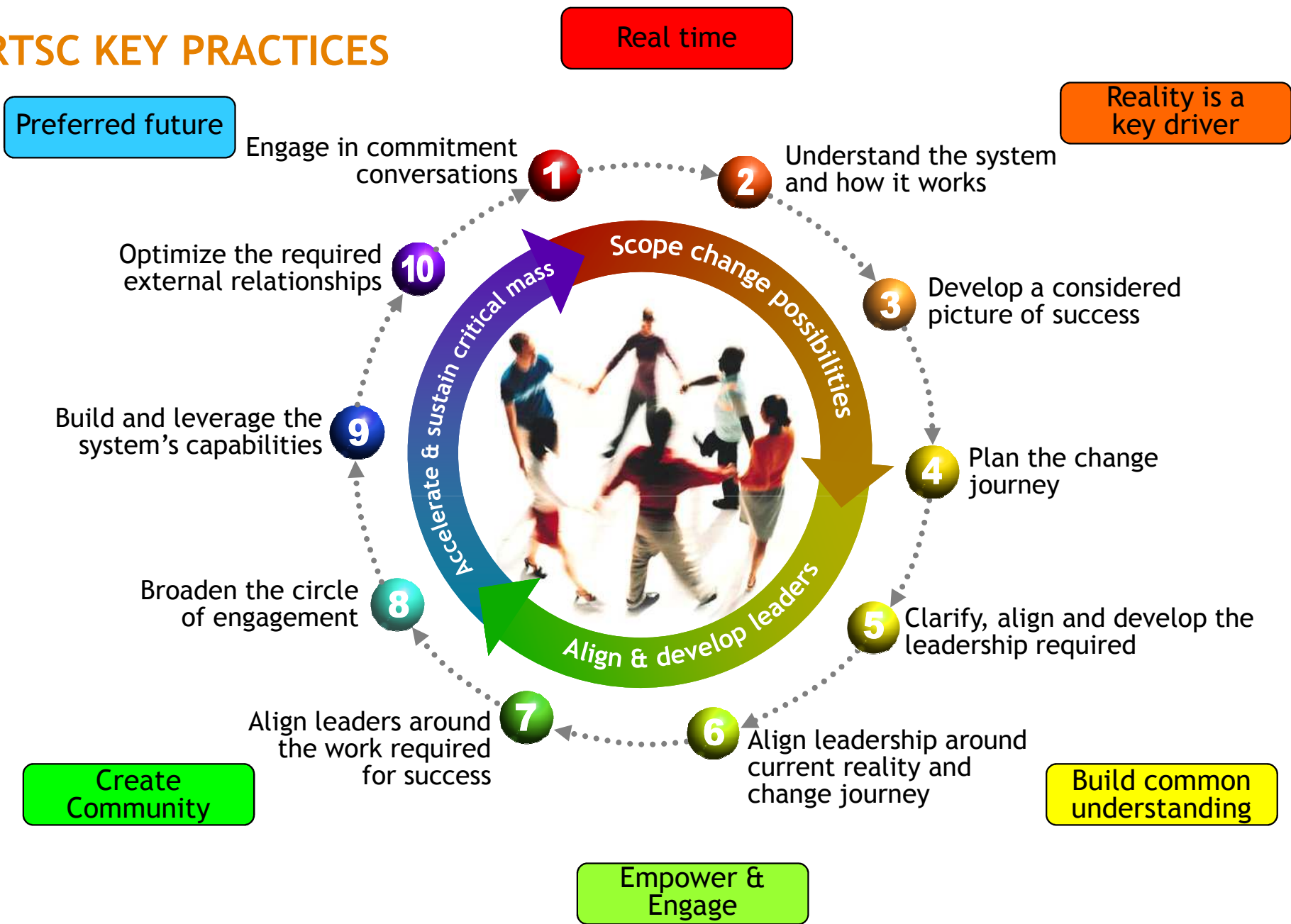
## Reality is a key driver

Expand your thinking by looking outside your organisation to gain perspective and focus inside your organisation to gain insight. When people maintain these two points of view, they make more informed decisions and are better prepared to respond to emerging issues and opportunities.

## Build common understanding

Share information that needs to be common throughout the entire organisation and restrict custom information that meets unique needs to specific parts. When people understand the big picture and how their work is related, it leads to aligned action.

# RTSC KEY PRACTICES



# RTSC KEY PHASES

