

implement • integrate • innovate

iResults
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Rapid Results in a nutshell



collaborating information manage site ownership cross-disciplinary sustainable teamwork inner circle rapid results insight speed decisions tailored multi-level teams

unlocking business value paradigm shift innovation improvement short term cycles culture implement differently deliver value

jumpstarting experimentation people

continuous site ownership cross-disciplinary sustainable teamwork inner circle rapid results insight speed decisions tailored multi-level teams

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Introduction

iResults is a high-impact advisor and facilitator that uses the Rapid Results approach to drive major change efforts by tapping into hidden capacity in organisations.

Rapid Results is an easy, flexible tool that helps organisations tackle a multitude of challenges and jumpstart change efforts. It drives leadership development and equips managers to implement solutions in a different way by helping them to:

- mobilise their teams;
- shift the focus onto results; and
- empower people to unlock their full potential.

Rapid Results - a unique process to achieving objectives and improvements.

iResults equips managers and leaders to implement change efforts and make extraordinary things happen by tapping into the hidden potential inside their people. This is achieved using a structured business tool called Rapid Results.

iResults follows a unique process that takes bite size pieces of a long-term strategy and implements it in achievable, short-term cycles of 100 days.

These successive waves of short-term projects spiral, improving levels of innovation, accountability and performance by building people's capacity to change the way things are done.

The emphasis of Rapid Results is on tangible results that deliver:

- continuous learning, change and improvement;
- a material impact on performance; and
- a paradigm shift, making business improvement part of every day.



Links strategy with incremental results



Creates focus



Responds to the real status quo



Creates urgency

Rapid Results Initiatives (RRI) is a change management tool that was originally developed by Schaffer Consulting, a global consulting firm based in the USA.

LEAD BY EXAMPLE



Sustainability - a strong people focus

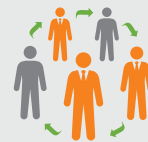
iResults uses a people approach and puts people who don't normally work together around one table to find answers to challenges. It's the people component that underlines the sustainability of improvement using Rapid Results.

- Teams are multi-disciplinary and multi-level, generating buy-in from the top to the bottom.
- The team members experiment with alternative solutions, based on their experience and expertise.
- The team, not consultants, owns the process, increasing the probability of success for the long term.
- The approach helps to create a new culture by involving people in the change.
- Individuals, even the lowest level employees, understand how their role affects the overall strategy by making their work purposeful.

iResults elicits learning and sharing across levels and functions, helping to break down the business silos and deliver sustainable solutions that respond directly to the real status quo.

Benefits

- **Strategic value:** It equips managers and leaders to align performance with strategic objectives.
- **Implementation capacity:** A continuous cycle of short-term projects drives the maturity of the improvement system as a whole.
- **Ownership:** Managers and leaders empowers project teams thereby creating ownership at the right level.
- **Teamwork:** It places multidisciplinary and multi-level people together to find answers to challenges from a grassroots level up.
- **Innovation:** It engages the creative energy of the teams to explore and experiment with solutions to defined challenges in 100 days.
- **Culture of improvement:** It breaks down traditional silos, and taps individual experience and expertise.
- **Sustainable value:** It designs solutions that respond to the real status quo.



Develops synergy between multi-level, multi-disciplinary teams



Eliminates red tape



Increases participation



Changes culture



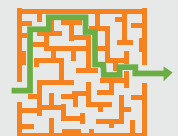
Delivers sustainable change



Proven approach



Unleashes improved performance



Generates innovative solutions



Typical interventions

- Long term strategy
- Top down implementation
- Results visible over long period
- Master plan
- Management responsibility
- Develop tools
- Resistance
- Analyse first

Applications

Rapid Results can be applied to any situation or project in any discipline where change will facilitate improvement.

- Strategy implementation
- Improvement projects
- Business solution implementations
- Site turnarounds
- New technology implementations
- Innovation
- Asset optimisation
- Major change efforts

Rapid Results interventions

- Short term cycles, long term impact
- Implement bottom-up, design top-down
- Short-term results (Daily)
- Site solution - no blueprint
- Management support
- Implementation tools
- Change without resistance
- Start immediately

Get started with Rapid Results

A step-for-step process guides clients through the Rapid Results approach, including helpful information on team selection and the necessary planning involved. An experienced iResults representative will help co-ordinate the activities and facilitate the process within your business.

Alrien van der Walt is a dynamic change agent and business advisor. Her experience spans project management; hospitality; steel industry; training and mining. She worked at Anglo American plc for nine years, developing internal capacity to enhance performance. Alrien's experience with the Rapid Results approach extends across multiple applications.

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Rapid Results shifts the focus to changing the outcome of processes by experimenting with solutions. The urgency of the 100 days gets everyone involved to deliver change. People start working together, changing the culture one project at a time.

Hennie Faul, CEO, Mining company