

iRESULTS USES A UNIQUE APPROACH TO IMPLEMENT OBJECTIVES AND IMPROVEMENTS

- Builds problem solving capacity
- Delivers immediate, sustainable results

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

Business objective

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.

2012 Applaud Award winner

Arien van der Walt, specialist in change management initiatives was awarded the 2012 Applaud Award in the partnership category by Anglo American in 2012.

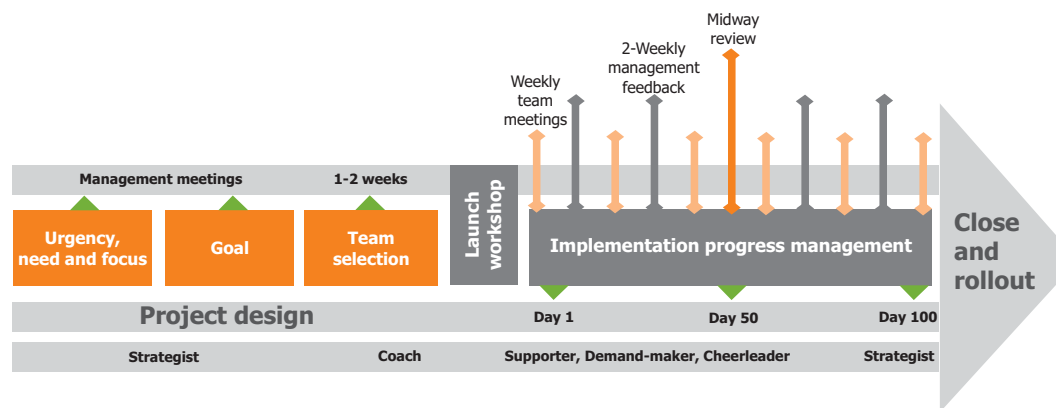


Application

Since 2005, the methodology has successfully been utilised at various mining operations in varying degrees, across multiple projects and disciplines where the Rapid Results process has facilitated continued improvement. The approach can be applied to any situation, project or discipline, for example: solution implementation; business improvement; site turnarounds; new technology implementations; and innovative asset optimisation.

Some of the additional value that was generated from optimising processes by implementing Rapid Results involved inter alia:

- production,
- processing,
- quality enhancement,
- tyre life,
- absenteeism,
- drilling quality,
- equipment availability,
- truck loading,
- information management, and
- automation.



Key differentiators of Rapid Results

Typical interventions

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

Rapid Results interventions

Short-term cycles, long-term impact
 Bottom-up implementation with a top-down design
 Short-term results (tracked and communicated daily)
 Site specific solutions – no blueprint
 Management support
 Implementation tools
 Change without resistance and with renewed energy
 Start immediately



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- **Partnership and collaboration underline the success**
- **Delivers measurable value**

Benefits

iResults helps organisations achieve measurable results immediately, creating the foundation for sustained progress for the long haul. This is a fundamental difference from typical improvement initiatives: Rapid Results delivers tangible benefits:

- **Sustainable value:** Extracts pure value by equipping leaders to align performance with strategic objectives.
- **Innovation:** Waves of 100-day projects engage the creative energy of the teams to explore solutions to defined challenges. Within this timeframe, the team experiments with alternatives until they find a pathway to achieving their defined goal.
- **Implementation capacity:** A continuous cycle of short-term projects drives the maturity of the overall system and strengthens the team's implementation capacity, delivering sustainable results.
- **Teamwork:** The Rapid Results approach places multidisciplinary and multilevel people who don't normally work together around one table to find answers to challenges, shifting the focus onto the results.
- **Strategic:** Takes smaller elements of a long-term strategy and applies it in achievable, successive, short-term cycles. This synchronises the operation's strategy and the team's efforts, resulting in a unified focus that immediately starts delivering on strategic priorities.
- **Partnership:** Rapid Results develops synergy between leaders and the team, forging a two-way process where the solution design is influenced by a top-down approach and implementation is affected from the bottom-up with accountability resting on the team.
- **Culture of improvement:** Rapid Results creates a culture of continuous improvement. It helps break down traditional silos, taps individual experience and expertise, and designs sustainable solutions that respond to the real status quo.



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.

Who do I contact?

Alrien van der Walt

Email: alrien@i-results.com

