# An Overview

The Diversity Dozen

Model Priorities: __1, __2, __3, __4, __5, __6, __7, __8, __9, __10, __11, __12.

Note: These 12 Models are offered as the most likely "tools" to help develop and shift an understanding of diversity in all its forms by leaders assisted by RGB facilitator practitioners.
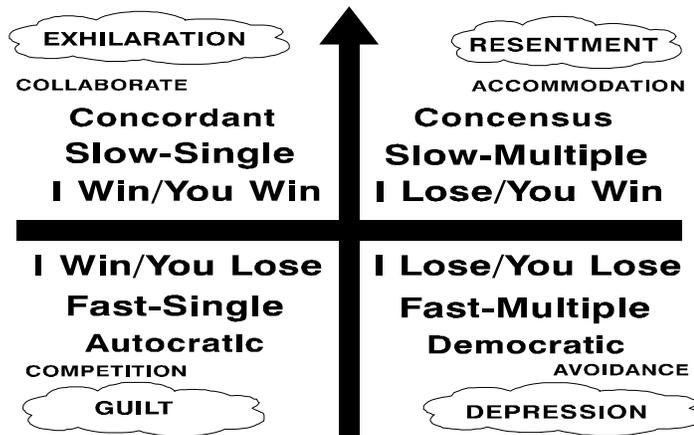
1. RGB Technology. The RGB Technology identifies three requisite tendencies that people bring to their work and the implications those tendencies have on the work dynamic so that <u>people</u> can be <u>combined</u> in an effective ***ProZone*** to do more productive work with greater predictability and enhanced synergy.
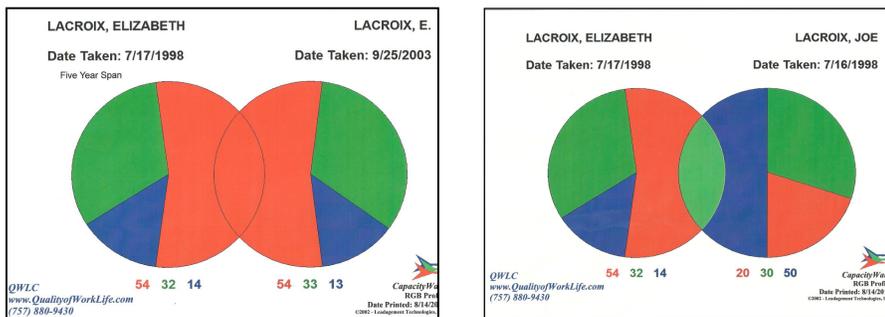
2. Inclusion, Control and Openness (ICO). ICO concepts suggest how to involve people appropriately in cultural change initiatives affecting them by planning three levels of increasing group performance so that individual contributions can be maximized.
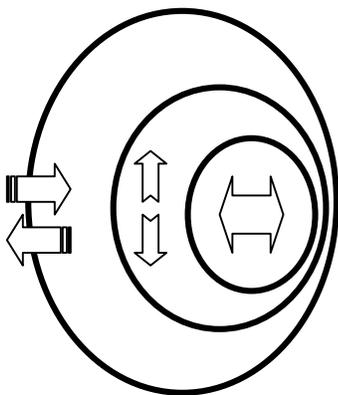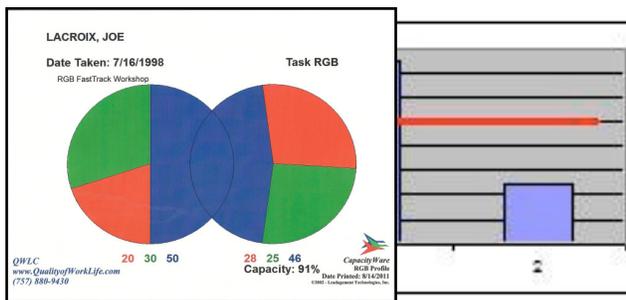
3. The Basic Model. Learn to move workforce populations with the requisite cycles of organizational development through four sequential paradigms (view of the world around us). Each paradigm is populated with members of the workforce, often in competition with each other for what they believe is the next best step to achieve their desired outcomes. As change agents develop an appreciation for the model and an understanding of how to "move" these populations from one paradigm to another - effective change happens.

EXHILARATION

COLLABORATE

Concordant
Slow-Single
I Win/You Win

RESENTMENT

ACCOMMODATION

Concensus
Slow-Multiple
I Lose/You Win

I Win/You Lose
Fast-Single
Autocratic
COMPETITION

GUILT

I Lose/You Lose
Fast-Multiple
Democratic
AVOIDANCE

DEPRESSION

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4. Matching Tasks with Talent Using RGB Technologies. Getting the "right" talent into the "right" job puts the talent reservoir behind the skills, knowledge, and abilities to do best the organization can offer. When this happens the organization operates at capacity and the workforce has a commitment to achieve the organizations purpose, fulfill its vision, and return value to customers for the investment in benefits through the organizations missions.

LACROIX, JOE

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RGB Profile

5. *ProZones*. A *ProZone* is the overlapping space between two or more Venn diagrams within which cultural capacity resides and which define the potential of relationships. Understanding the potential of a *ProZone* is important so that cultural capacity can be developed or recovered for the advancement of organizational vision.
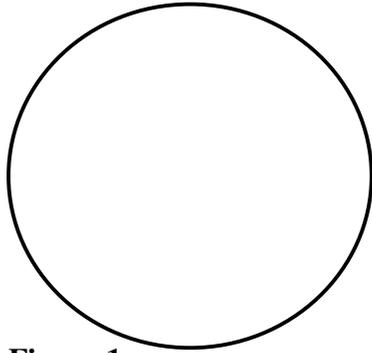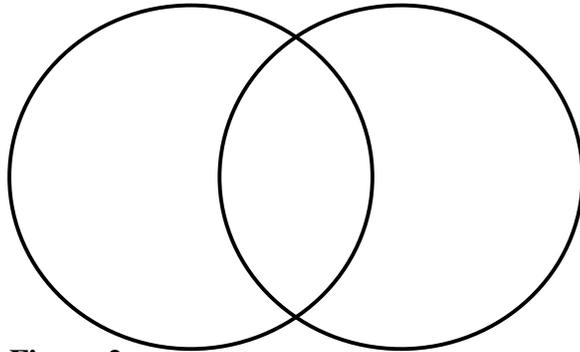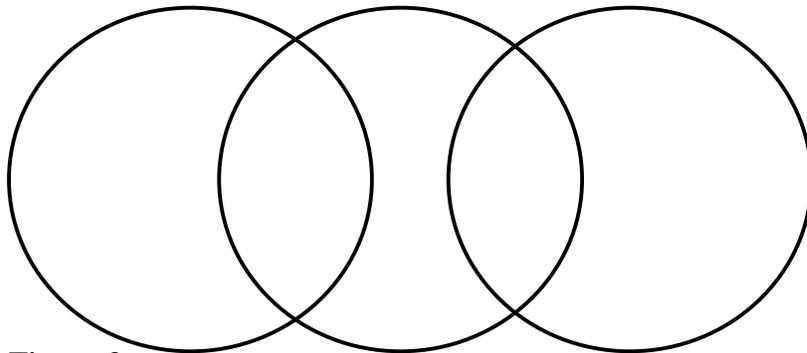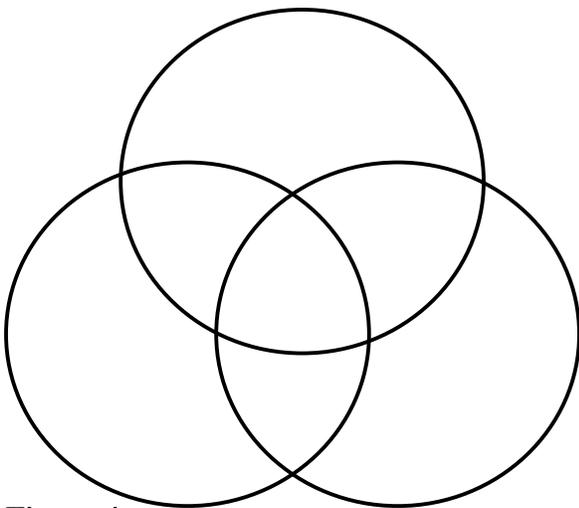
Figure 1

**Figure 2**

Figure 3

Figure 4

6. Scan, Focus, Act, React/Respond. Behavior is observable and is the result of a thinking process. To change behavior, one must understand the thinking that produced the outward and observable behavior. This model helps users understand behavior at a root cause so that appropriate actions can be designed to alter thinking - beliefs and behavior.
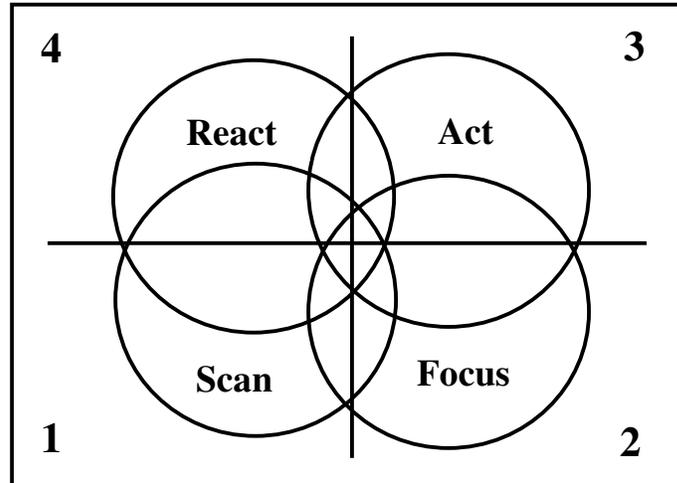
7. Learning Styles and the Adult Learning Model. For any organization to improve, members must "learn." This includes both individual learning, and organizational learning. These perspectives promote both. Applying the full range of these models will consistently enable people to learn and apply what they have learned to improvement initiatives. This model incorporates the (academic) reality that, "knowing better does not translate into doing better." As people are impacted by an experience, learning from that experience causes them to want more of the same, tweak it a bit to make an improvement, or ignore/avoid the experience again.
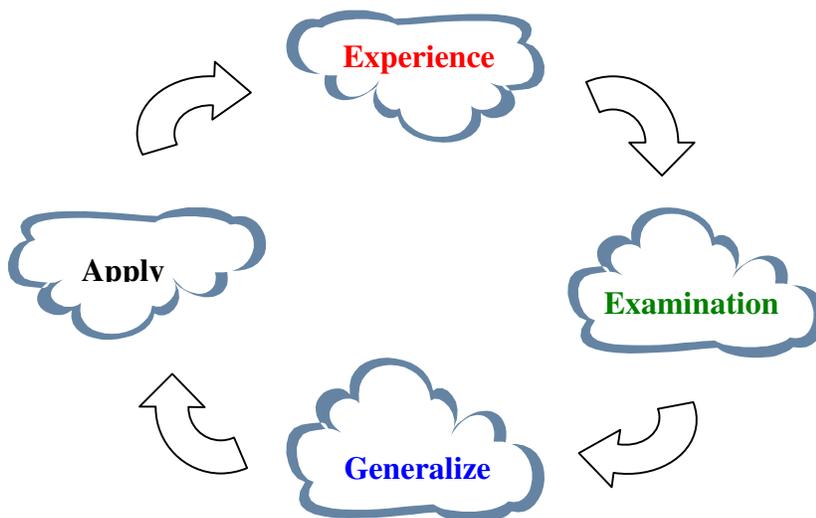
8. Pinch-Crunch (Planned Renegotiations). In any complex organization potential conflict between people and priorities is a constant distracter. The "pinch" is a minor adverse situation that often gets overlooked (unfortunately). Typically, the "pinch" becomes a "crunch" when it can't be tolerated any longer and must be resolved. Understanding the necessity for and process involved in planned renegotiations restores accountability and stability to an organization that is often riddled with lack of consequences.
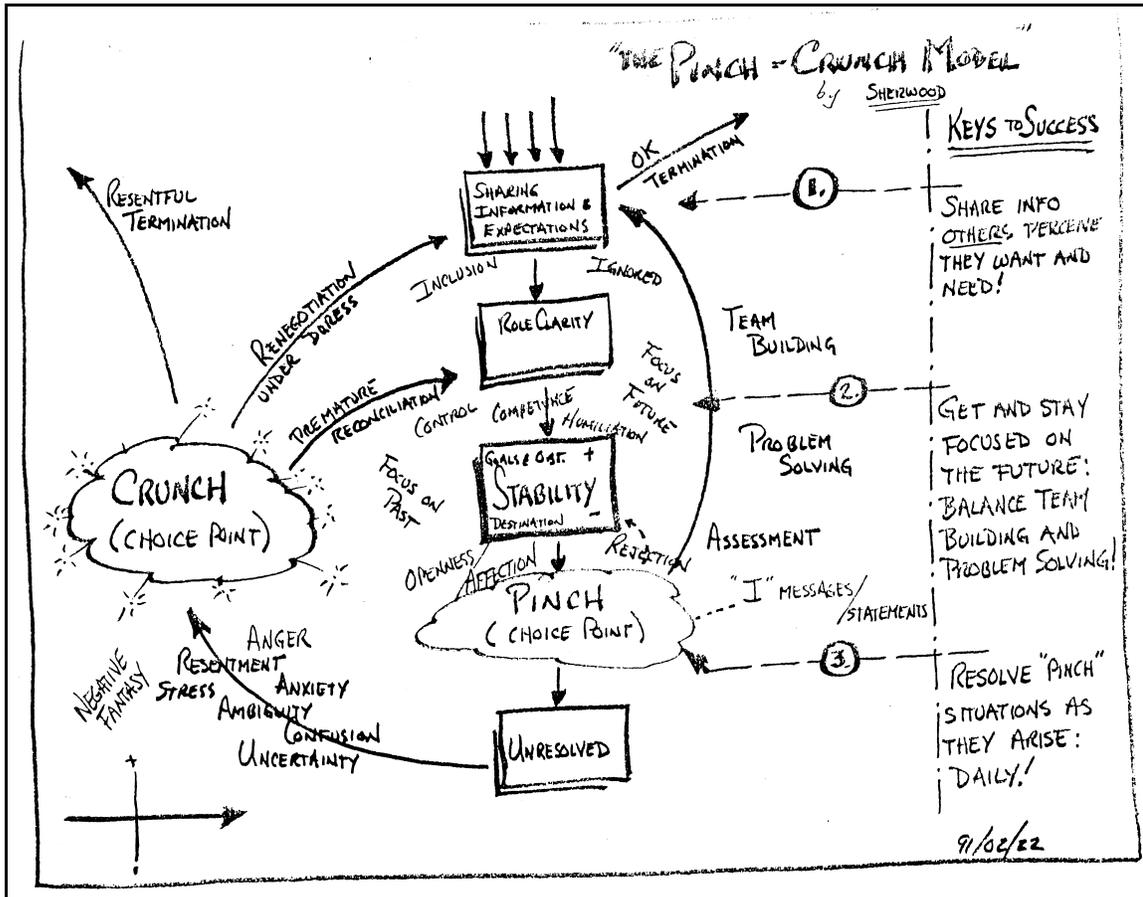
9. The Cultural Change Cycle - Beliefs, Rules, Evidence Stories (BRES).

This model explains how to accelerate the change of organization cultural capacity by adjusting four dynamic elements so that improvement can become deliberate rather than accidental. The whole point of BRES is to alter a fundamental belief system that espouses and practices behaviors that are capable of moving the organization from where it is to where they want it to be. The starting and ending points are both Evidence, so information is a critical element of both the underlying problem and the path toward an ultimate solution.


10. The People Working Model.

There is a relationship between the five elements of work that enable change agents to more effectively establish priorities leading to optimum organization results. The Work Model is dependent upon a ***ProZone*** within which the five elements reside. RGB Technology is used to "type" participating individuals, tasks, processes, and composite group/organization culture (provider and consumer) for optimum results.

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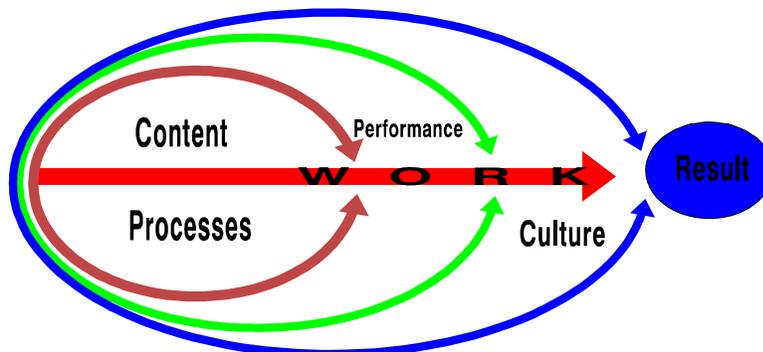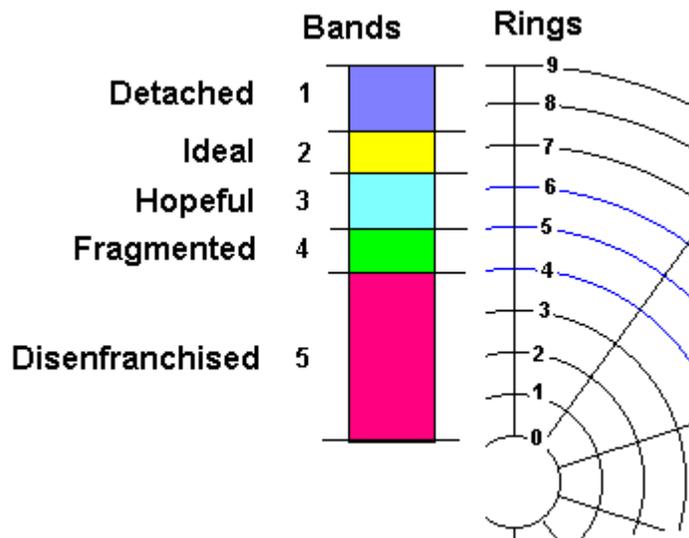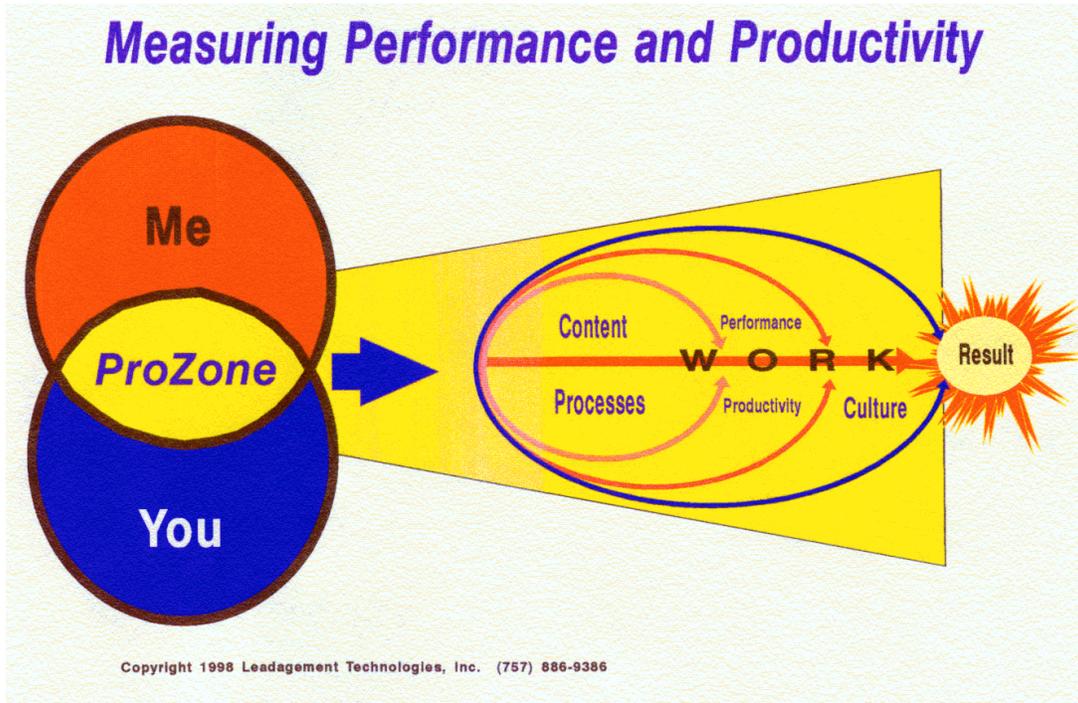
11. Organization Transitions. It is realistic to conclude in this day and age that all organizations are in a continuous state of transition. Many transitions are minor, others are catastrophic. Understanding the implications of transition and managing the transition period (especially during periods of overlap) becomes essential to achieve and sustain stability and optimize resources - especially human resources.

1	2	3		4	5	6

Stable Performance and Productivity or Capacity Line

Unstable Capacity Line
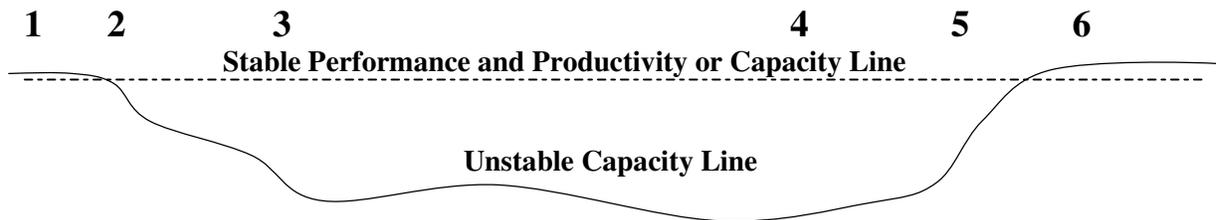
The Alcoa model, above, pertains to any organizational disruption that creates workforce

12. Evaluation Model. The Evaluation Model supports a continuum that spans conditions from pre-change to post change and incorporates Events between the two. Understanding the model will allow users to properly evaluate the programmatic/systemic success under all conditions.

1 Now	2 Change	3 Reaction	4 Learning	5 Behavior	6 Results