

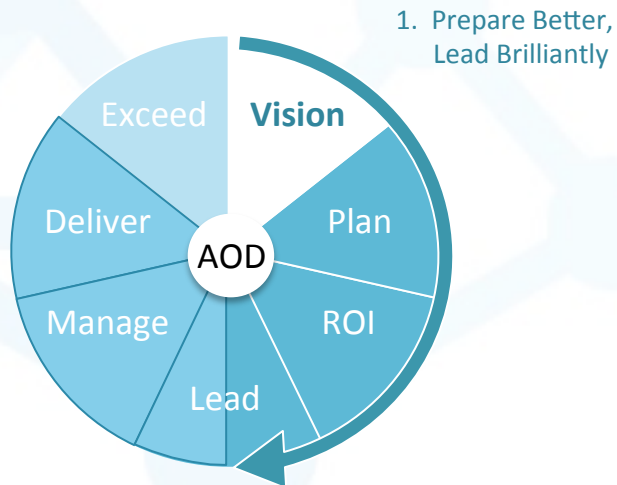
Assured  
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# Show-Me Events



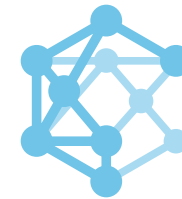
*Defining Show-Me Events help senior staff articulate consistently, and precisely, their vision for strategic change initiatives.*

It's the process of eliciting what 'done' is going to be in tangible, personal, binary and consensual terms.



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# Show-Me Events

An innovative approach to develop an inspiring, Outcome-Based, Vision of desired change.

# How AOD defines desired change

The first part of Assured Outcome Delivery (AOD) approach is to capture the aspirational objectives of those who want to shape and deliver organisational change. We do this through a series of one to one conversations with the senior team, or in a facilitated workshop. We use a process to help senior Executives to document what achievement of their vision will look like in tangible, personal, binary and consensual terms. We create a series of 'word pictures' we call Show-Me Events (SMEs) to help articulate an outcome-based vision for change.

SME definition is a step unique to AOD and Dimension4. It is of critical importance in design and delivery of desired change and transformation to the future of the organisation, because it defines the future in granular terms of the end-state that has to be achieved. It does so in business and customer language. The technique transcends the limitations of what is measurable in numbers yet it enables an absolute and binary recognition of whether the outcome is achieved or not. Furthermore, it enables all of the aspects of the future organisation to be defined, including traditionally 'soft' objectives in changing culture. Finally, it integrates with the organization's performance objectives process and its communications function.



# So how do we define SMEs?

Firstly, organize meetings top-down from the person with ultimate need to have the future achieved (from our experience, usually the Chairman, CEO, MD or Executive Director; or in the public sector a Director General or Director), to reprise the Vision with them and ask them the key AOD question:

***“How will you know/what will you be shown that will tell you that your expectations have been achieved?”***

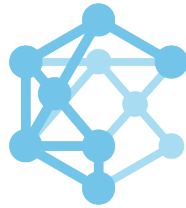
They should be:

- steered towards statements on the lines of “I visit and am shown ....” of tangible things that they will personally inspect that will evidence that change has happened.
- directed away from second-hand evidence such as reports and statistics, because these have often been shown to deceive the people at the top of organisations.
- steered towards the visible operational changes that will cause the Reports’ conclusions and the numbers in the statistics. Examples are shown in the AOD Training Manual.

When these statements – known as “Show-Me Events” because they are events at which evidence is recognised – are gathered from several people they should be combined into one table and .....

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# Can AOD help you define and deliver change better?

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