



BUSINESS ANALYSIS CONFERENCE EUROPE

16 - 18 September 2024 • London, UK

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The Business Analyst as the 'Climate Control'



Charlie Payne, Principal Consultant | Harriet Edwards, Managing Consultant



Before we start, we've got **two** tasks for you to get started on..

1

Take a seat, on your table find out from each other what **month** you were born in and sit in the **order** of the months of the year

2

Scan the QR Code to **Mentimeter** and write down examples of when you've experienced speech, actions and behaviours that have created positive or negative experiences

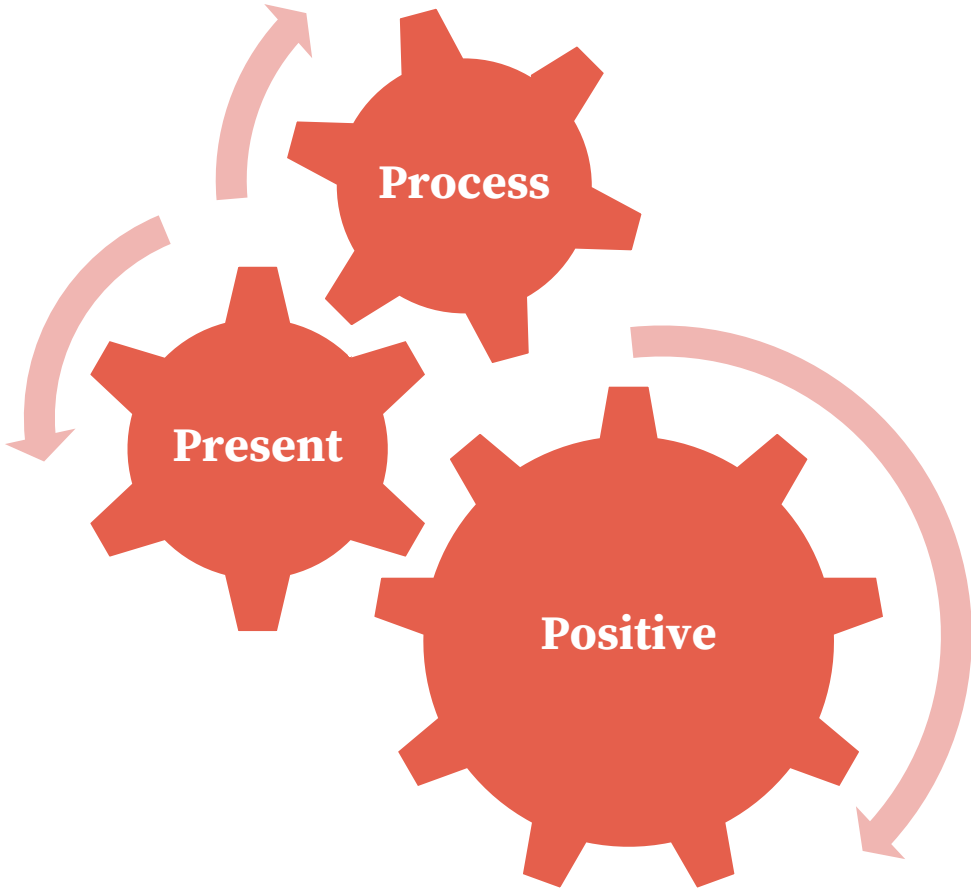
Who are we and how are we going to work together?



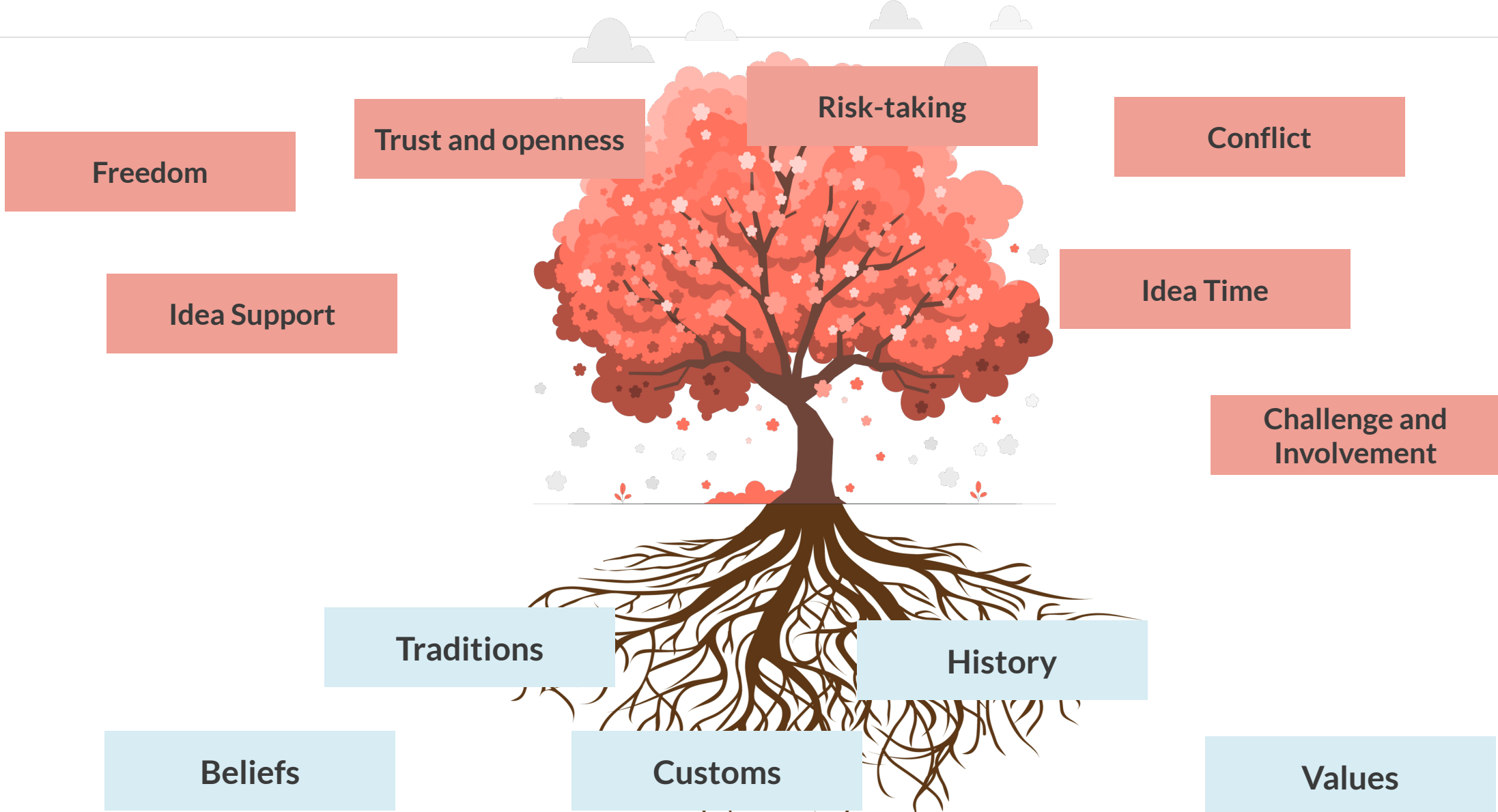
Charlie Payne



Harriet Edwards

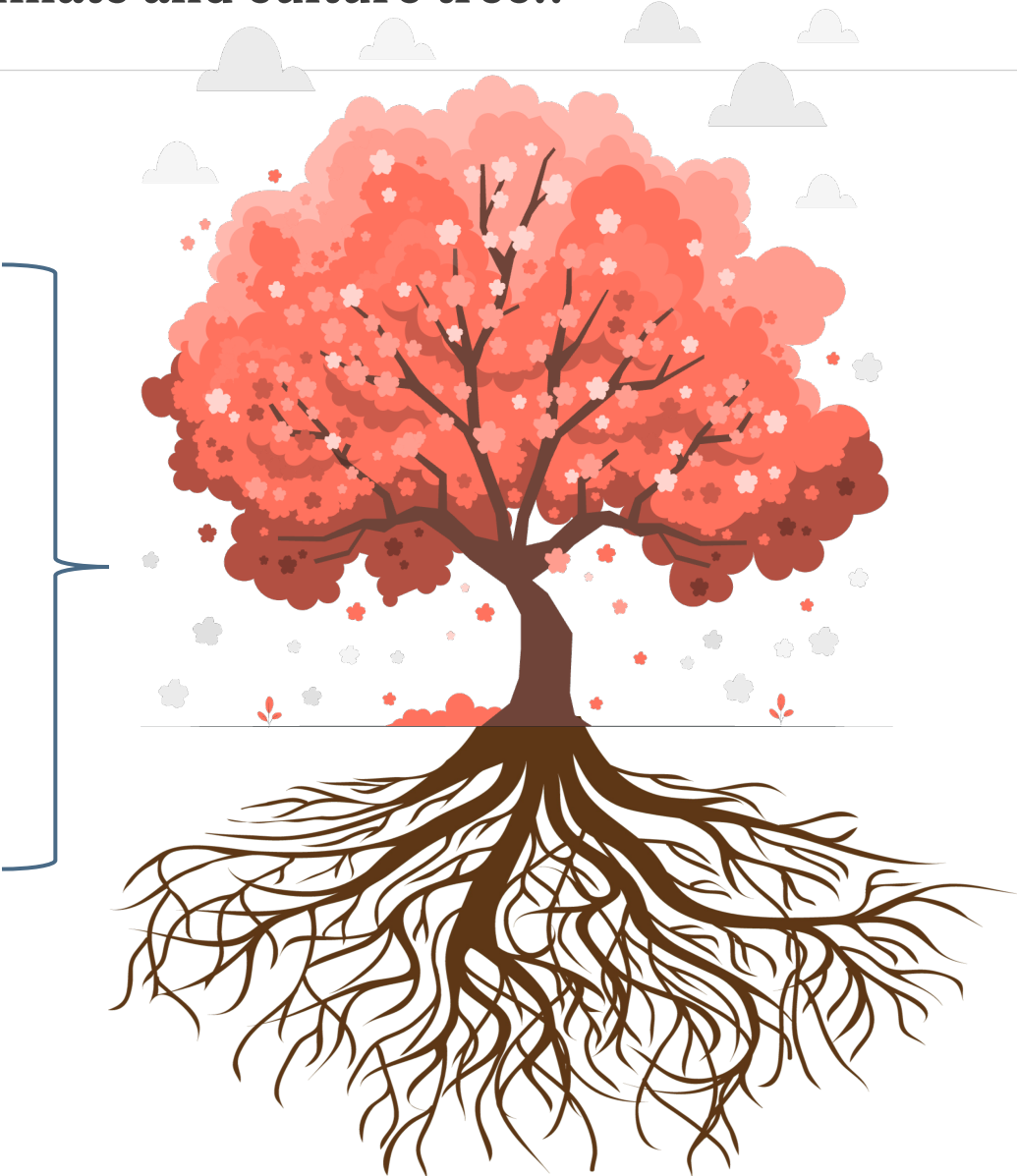


How is Climate different to Culture?



Activity 1: Let's plot your experiences onto the climate and culture tree..

- 1 We will take your experiences both positive and negative..
- 2 We will ask ourselves whether it's climate or culture
- 3 We will plot them onto our tree!



What are the dimensions that we can harness to control the climate? (1/2)



1

Challenge

The organisational members' commitment and sense of the business' purpose and its long-term objectives.



2

Freedom

The independence of the behaviour of the people in the organisation.



3

Idea Support

The way in which new ideas are met and developed



4

Trust

The emotional security of the relationships within the organisation



5

Playfulness

The atmosphere of the organisation is relaxed, with fun, jokes and playfulness.

What are the dimensions that we can harness to control the climate? (2/2)



6

Liveliness

The dynamic nature of the organisation.



7

Debate

The extent to which there are clashes in views, ideas and different experiences and knowledge.



8

Conflicts

The presence of personal emotional tensions (as opposed to idea tensions, “debates”) in the organisation.



9

Risk Taking

The emotional security of the relationships within the organisation



10

Designated Time for ideas

The atmosphere of the organisation is relaxed, with fun, jokes and playfulness.

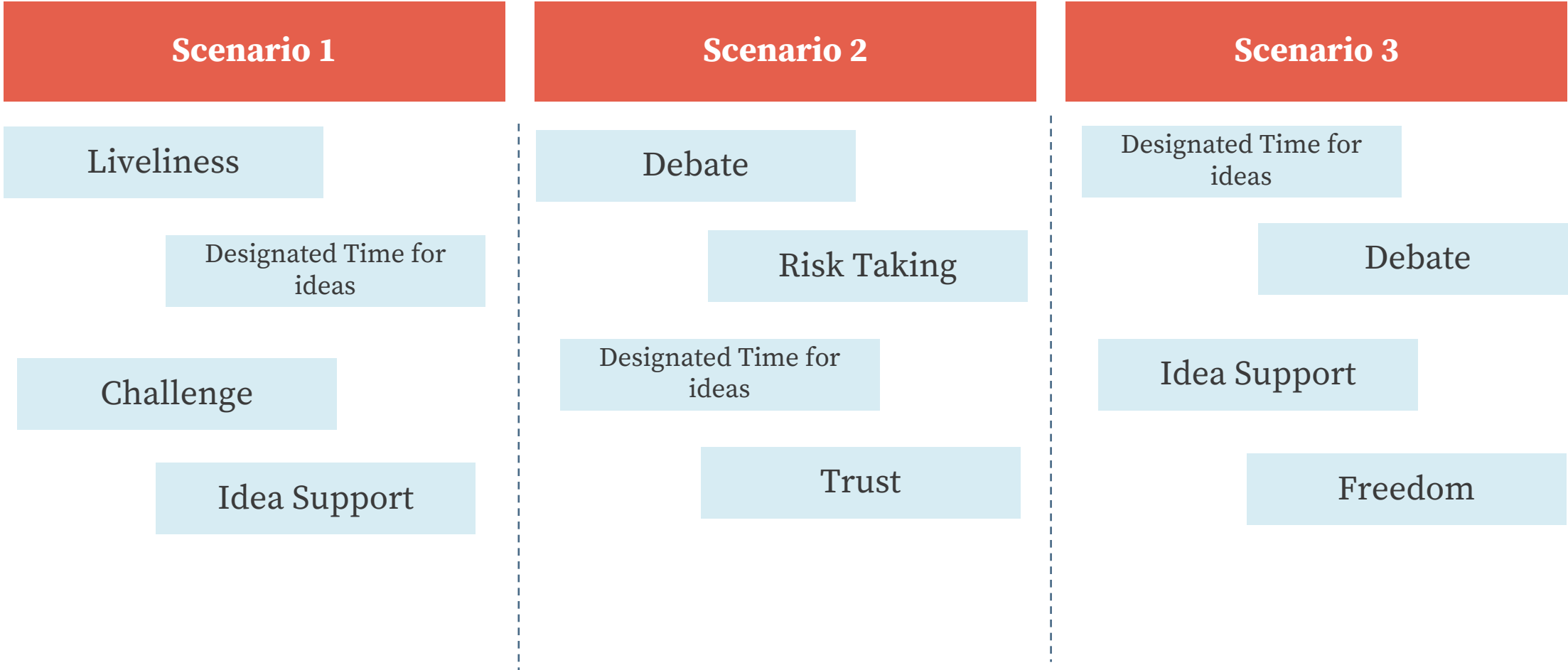
Activity 2: Putting the dimensions into action



Action!

1. On your tables you will find that there is a **breakout pack**
2. Each table has been assigned a scenario. These scenarios are common of the situations that you may have experienced in the past
3. In your groups, you will need to look at the scenarios, as a group you will need put yourselves into that **situation** and then think about which **climate dimensions** could help support that situation and improve the climate

Exercise wrap-up



Key Takeaways

- Distinction Between Climate and Culture
- Influence of Business Analysts
- Climate Dimensions for Innovation
- Impact on Organizational Success
- Practical Application



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