



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 kick off, 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 and sit in the **order** of the months of the year. Then share with each other what's your favorite thing to put on toast.

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 in the workplace. E.g. being excluded from meetings where my input is needed (negative)

Who are we?



Charlie Payne



Harriet Edwards

What are we going to go through and how are we going to do it?

1

Climate vs. Culture

2

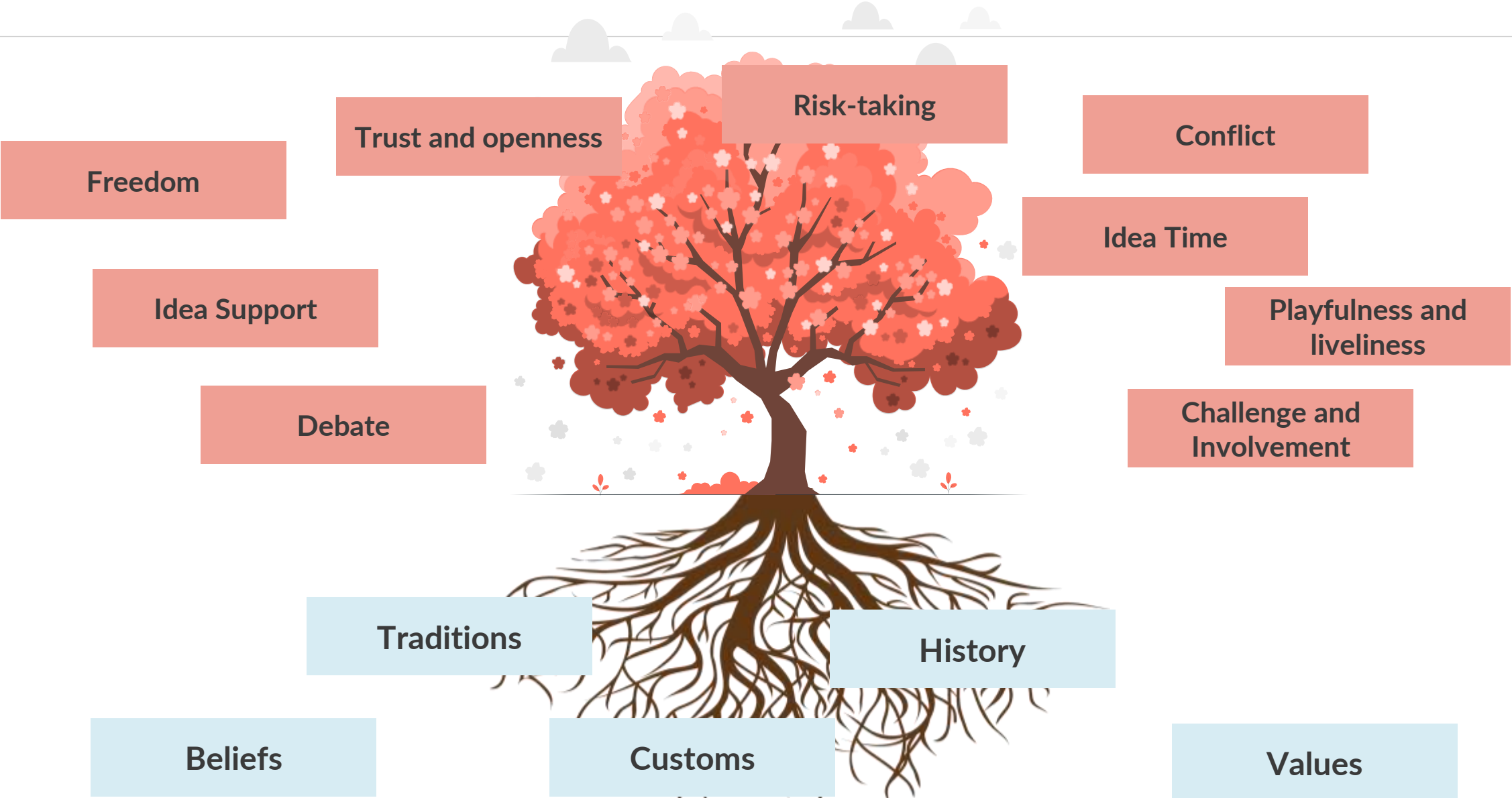
The 10 Dimensions

3

Apply the dimensions to the climate and your experiences

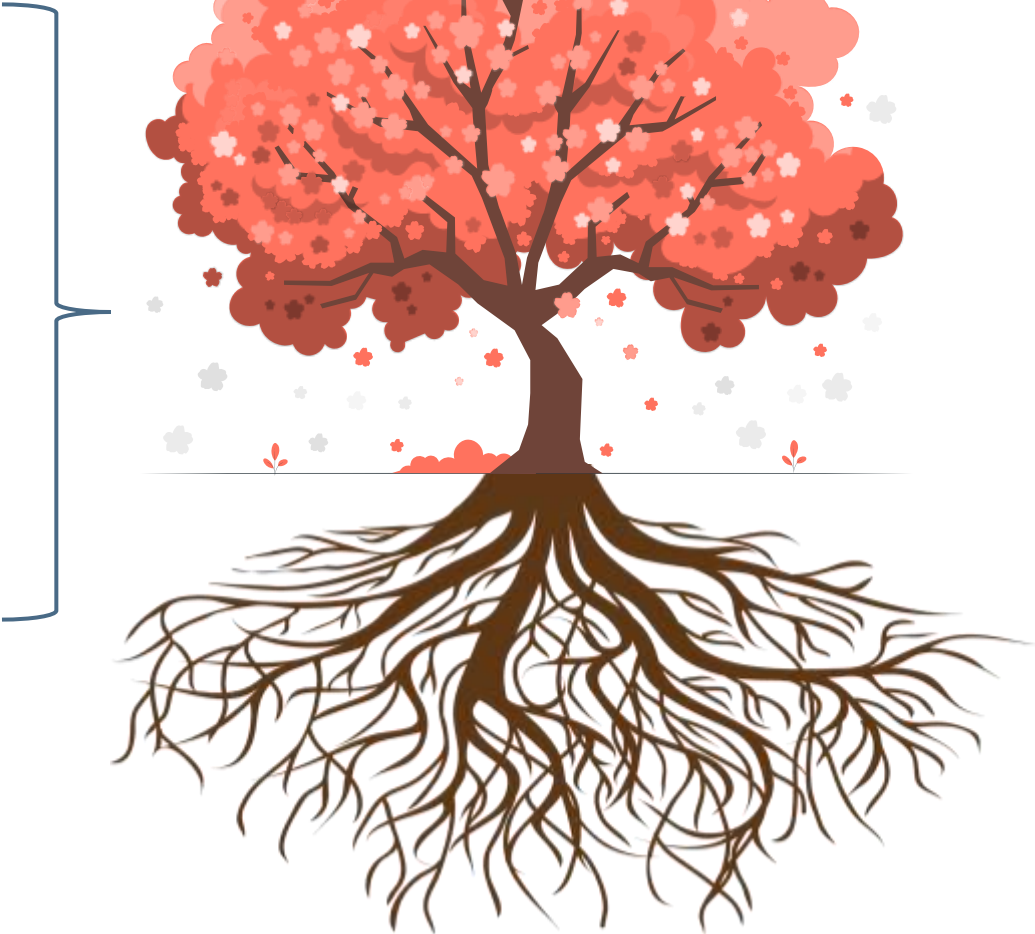


How is Climate different to Culture?



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?



Trust



Challenge



Designated Time



Freedom



Conflict



Idea Support



Liveliness



Risk Taking



Debate



Playfulness

Climate Checklist....

Dimension	To create a productive & creative climate, how are you...
Challenge & involvement	...Helping people to be emotionally engaged in the process, in a way which is enjoyable and energetic?
Freedom	...Ensuring people feel they can be themselves and have independent choice in how they contribute?
Trust & openness	...Creating psychological safety, a place which is safe for people to participate, and ensuring expectations are met?
Idea time	...Providing space to think for all, with time for “off task experimenting”, reflection and learning?
Playfulness	...ensuring your time together feels positive, happy and has the right level of humour?
Conflict	...setting up the workshop to manage diversity and disagreements between people, ensuring differences are valued and dealt with productively
Idea support	...Building an environment that promotes active listening, with professional & affirmative feedback to people’s thoughts and ideas.
Debate	...Allowing for debate, ensuring that contentious views & voices heard and new insights explored
Risk taking	...that actions are taken, there is an acceptance tolerance towards uncertainty and that any failure is seen as learning

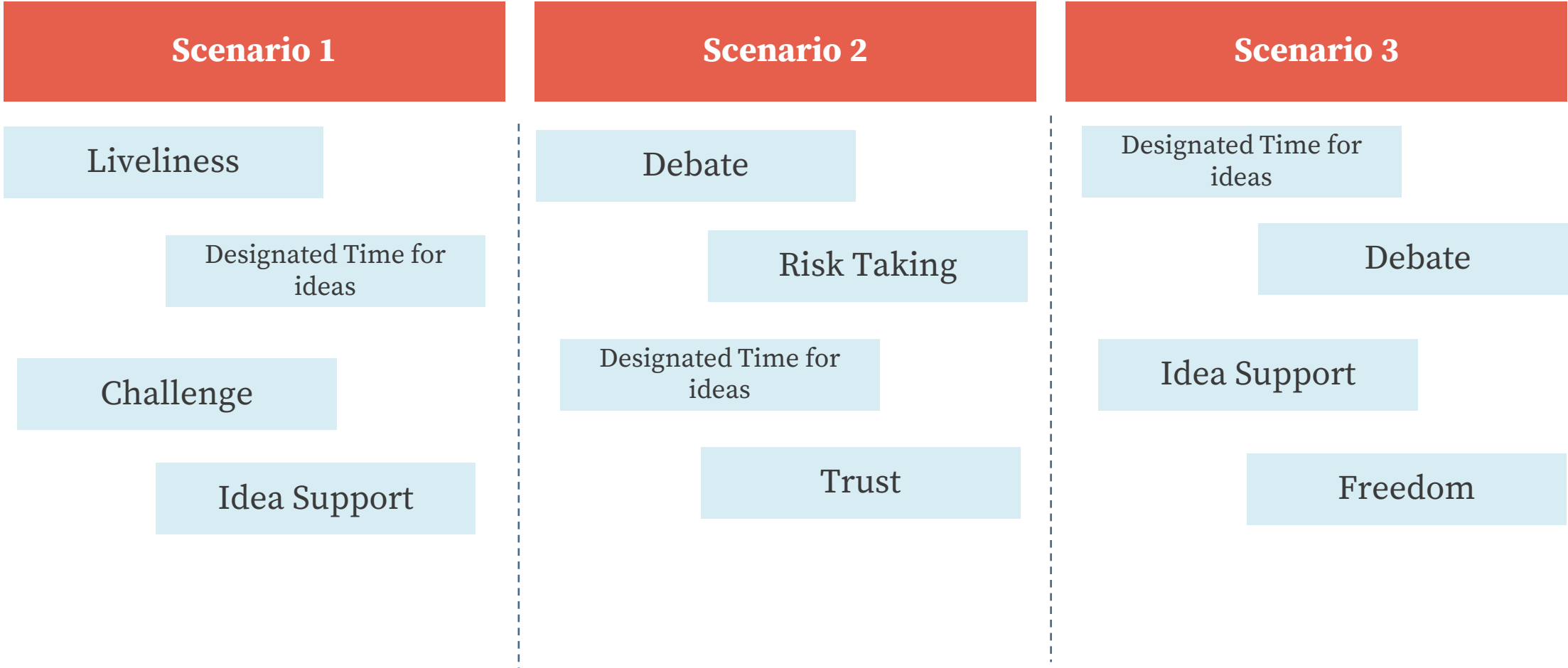
Activity 2: Putting the dimensions into action



Action!

1. On your tables you will find that there is a breakout pack
2. Take time to self reflect
3. Share your views with the group and what you recommend
4. Appoint a rep!
5. Move to the next table, explain your scenario and recommendations!

Exercise wrap-up



Key Takeaways

- Distinction Between Climate and Culture
- Influence of Business Analysts
- Climate Dimensions for Innovation
- Super enhancers:
 - Powerful social contracts
 - Silent Brainstorming
 - Defer Judgement/Positive reframing



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