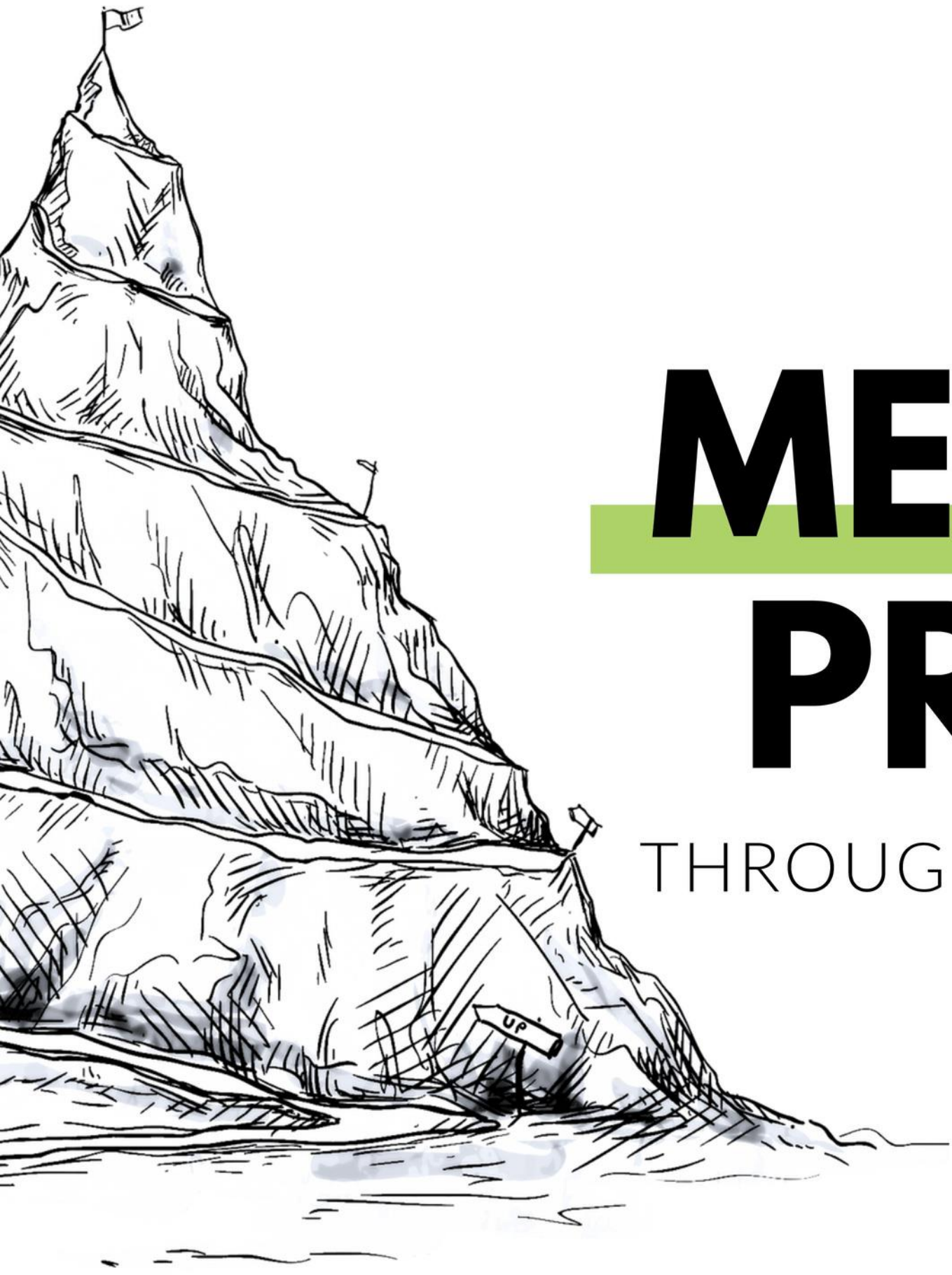


A PURPOSE-DRIVEN APPROACH TO CHANGE, CHALLENGE, AND GROWTH.

MAKE MEANINGFUL PROGRESS:

THROUGH CONTINUOUS IMPROVEMENT



MONICA SHERI SCOTT

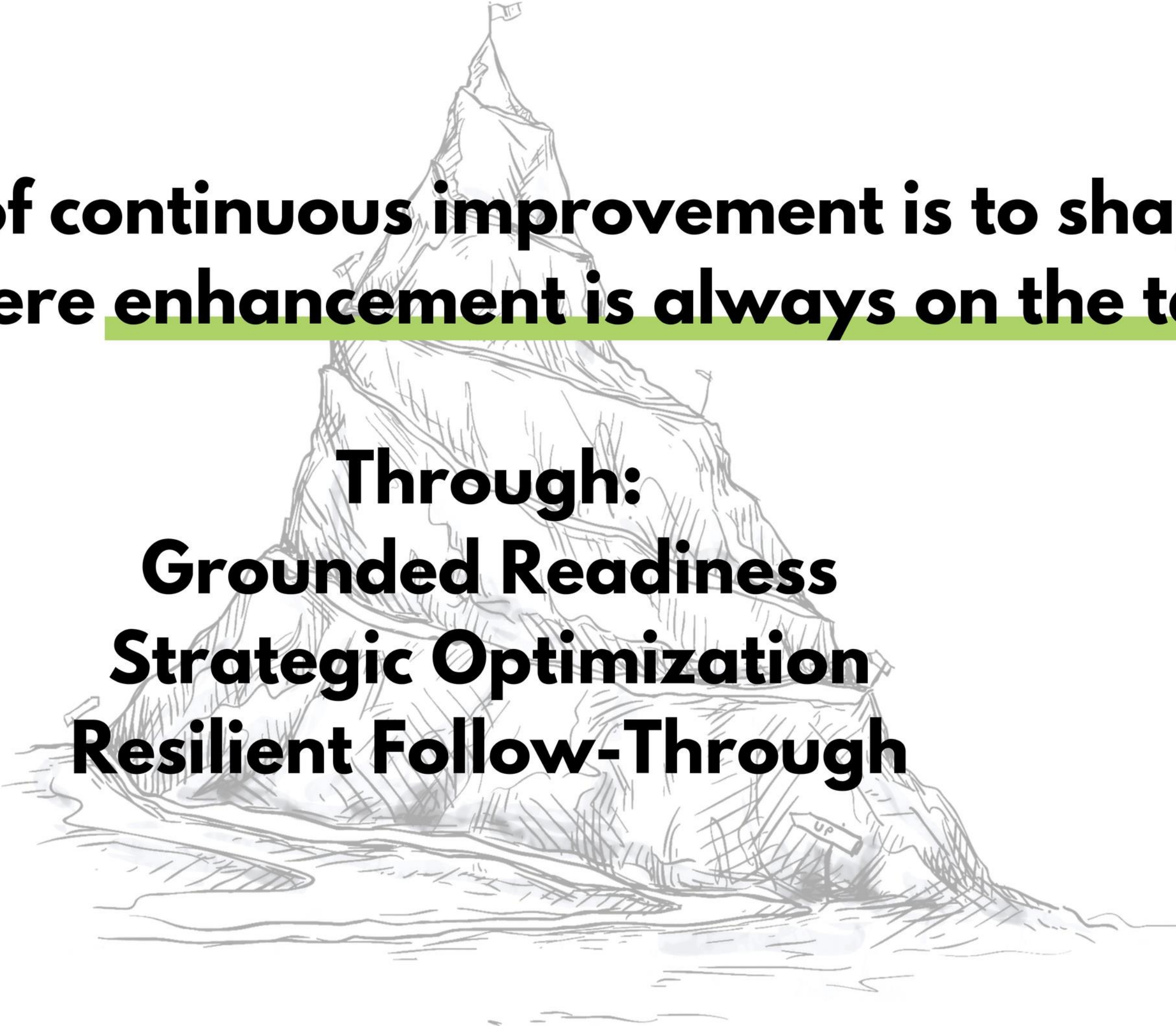
**STOP SPINNING YOUR WHEELS.
START MOVING WITH PURPOSE.**

**Why this work?
Biggest challenge?**



WHY CONTINUOUS IMPROVEMENT?

**American Productivity & Quality Center (APQC)
indicates that 75% of top-performing
organizations attribute their success to robust
continuous improvement initiatives.**



The goal of continuous improvement is to shape a culture where enhancement is always on the table.

Through:
Grounded Readiness
Strategic Optimization
Resilient Follow-Through

Find the rhythm and patterns.



The invitation...

WAVES OF CONTINUOUS CHANGE & CHALLENGE...



Analysis of business disruption

The rate of change affecting businesses has continuously increased since 2019



Technology rose to #1 cause of change*

	2023	2022
#1	Technology	Talent
#2	Talent	Economic
#3	Climate	Geopolitics
#4	Economic	Consumer & Social
#5	Geopolitics	Climate
#6	Consumer & Social	Technology

* Ranking is based on % of increase measured from 2022 to 2023 for each of the six factors.

Accenture Pulse of Change: 2024 Index

WAVES OF CONTINUOUS CHANGE & CHALLENGE...

Accenture Pulse of Change: 2026 Index January 15, 2026

“Change IS accelerating. It’s the human AND AI factor together that will define success in 2026.”



WAVES OF CONTINUOUS CHANGE & CHALLENGE...

- **Leadership Changes**
- **New Processes**
- **Modernizing Systems**
- **General Heightened Uncertainty**

ELEVATED VIEW OF CONTINUOUS IMPROVEMENT PATTERNS

READY

Ground (Accept) & Assess

SET

Optimize & Strategize

GO

Take Off & Follow Through



READY

Ground (Accept) & Assess



Painful realities are hard to accept, and easy to mishandle.

“Only 4 in 10 employees report unethical behavior at work if they have firsthand knowledge of it. Despite 9 out of 10 workers saying they would.”
Gallup

READY

Ground (Accept) & Assess

**What current change or
challenge do you need to
accept and assess?**

**MAKE
MEANINGFUL
PROGRESS:**

THROUGH CONTINUOUS IMPROVEMENT

READY

Ground (Accept) & Assess



“Good leaders ask great questions.”
John C Maxwell

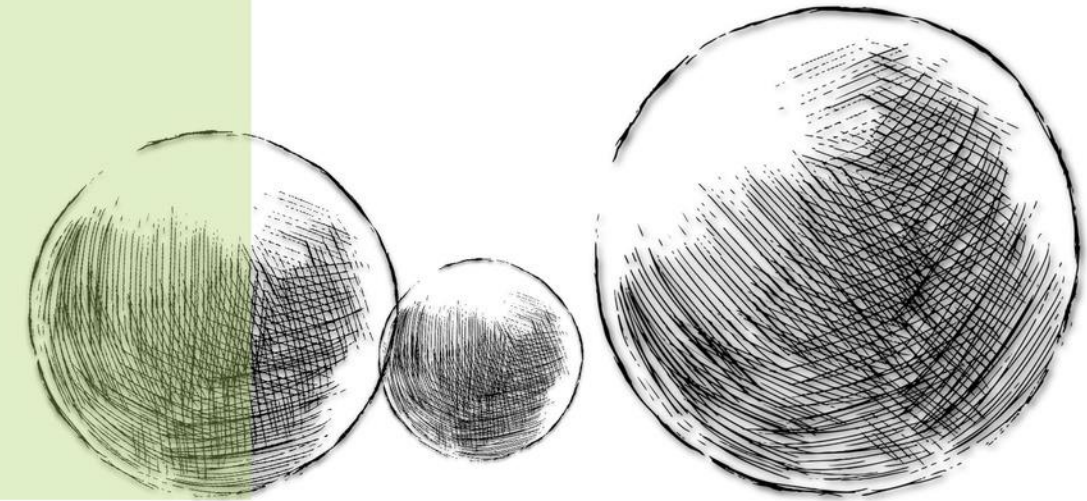
“Who is it?”
“Is what we are picking up on true?”

READY

Ground (Accept) & Assess

B.A.L.L. STRATEGY

**BREATHE
ASK
LISTEN
LISTEN MORE**



The Results:

- Building Psychological Trust.
- Ensure everyone feels safe to speak up without fear of negative consequences.

READY

Ground (Accept) & Assess

How can you gain a better (more purpose-full) perspective regarding new and emerging realities?

**MAKE
MEANINGFUL
PROGRESS:**

THROUGH CONTINUOUS IMPROVEMENT

SET

Optimize & Strategize

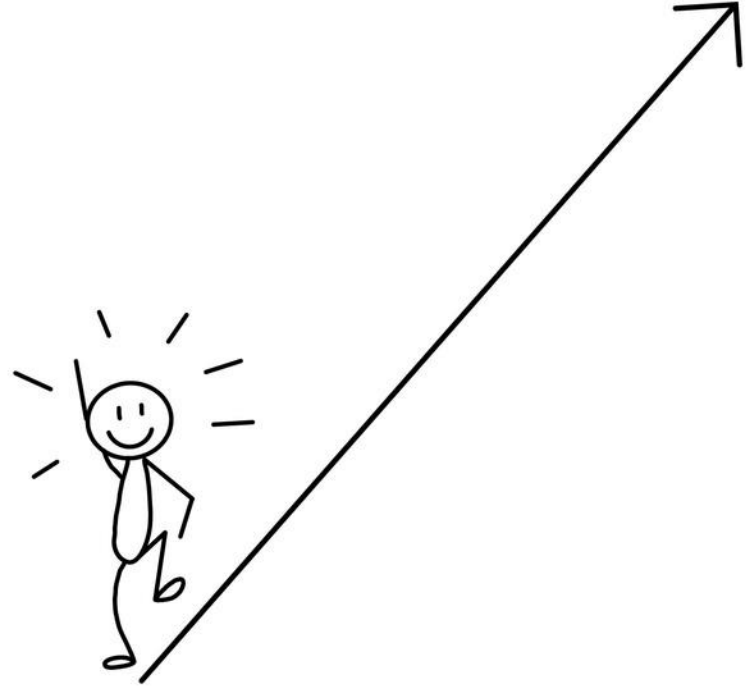


“Make time for planning; wars are won in the general’s tent.”
Stephen Covey

First, identify hinderances & hurdles...

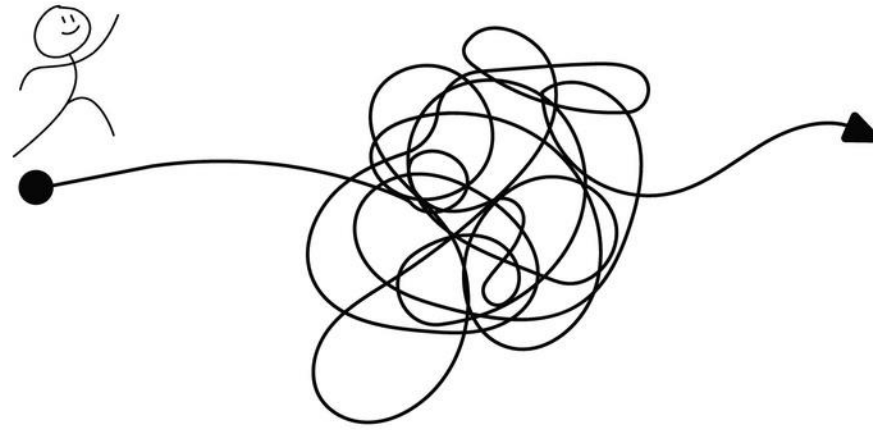
IS ANYTHING HINDERING MEANINGFUL PROGRESS?

Stubborn Idealism



Idealistic/Close-minded
Think, Micheal Scott: The Office

Shiny Object Syndrome



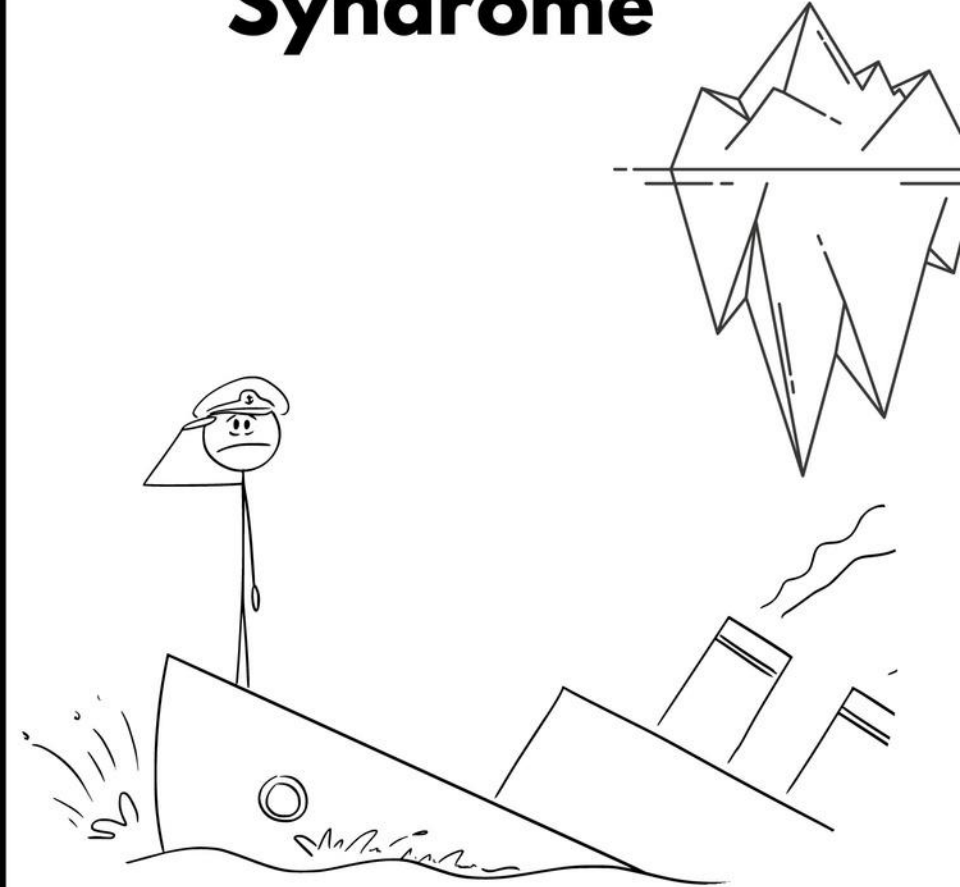
Distracted/Undisciplined
Think, Dory: Finding Nemo

Swamp Thoughts



Fearful/Analysis paralysis
Think, Elsa locked in her ice castle.

Titanic Syndrome



Arrogance/Attachment to "their ways"
Think Jurassic World.

^ **HINDERING MINDSETS** ^

SET

Optimize & Strategize

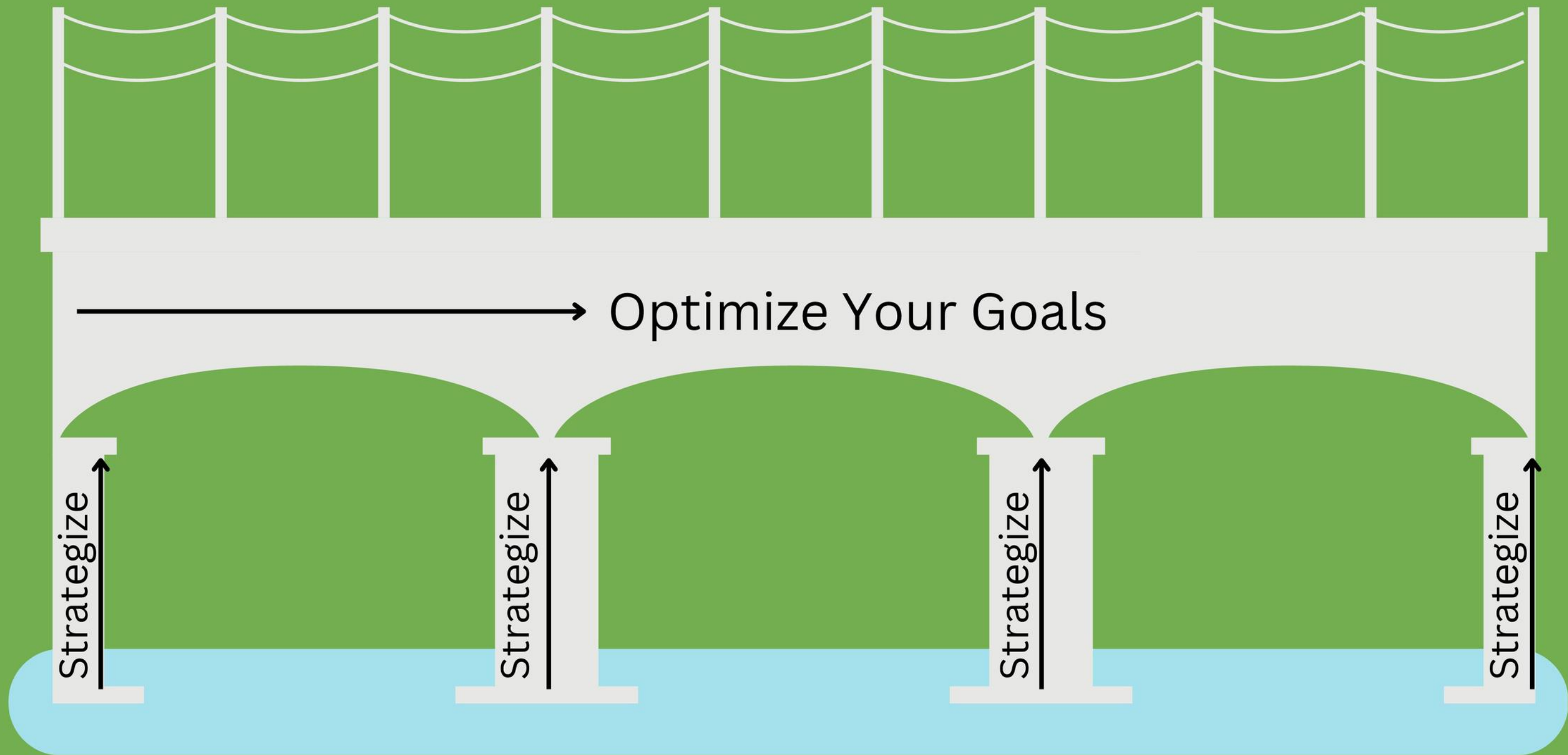
**Can you identify, and
prepare to overcome any
anticipated hindrances?**

**MAKE
MEANINGFUL
PROGRESS:**

THROUGH CONTINUOUS IMPROVEMENT

SET

Optimize & Strategize



OPTIMIZED GOALS:

STRATEGY:

STRATEGY:

STRATEGY:

STRATEGY:

GO

Take Off & Follow Through

“All you need is 20 seconds of insane courage, and I promise you something great will come of it.”

Benjamin Mee: We Bought a Zoo



GO

Take Off & Follow Through

What is the hardest first step you need to take to put continuous improvement in motion?





Take Off & Follow Through

“Human beings have an innate inner drive to be autonomous (autonomy), self-determined (mastery), and connected to one another (purpose). And when that drive is liberated, people achieve more and live richer lives.”

**Daniel H. Pink, Drive: The Surprising Truth
About What Motivates Us**

GO

Take Off & Follow Through

Are any of those core motivators absent from your professional drive right now? If so which one, and how can you incorporate it more?

AUTONOMY - MASTERY - PURPOSE

**MAKE
MEANINGFUL
PROGRESS:**

THROUGH CONTINUOUS IMPROVEMENT

**Not if, but when you make
progress **CELEBRATE** together!**

READY

Ground & Assess

SET

Optimize & Strategize

GO

Take Off & Follow Through



CELEBRATE

Small & Big Wins

**What or who can we
celebrate today?!**

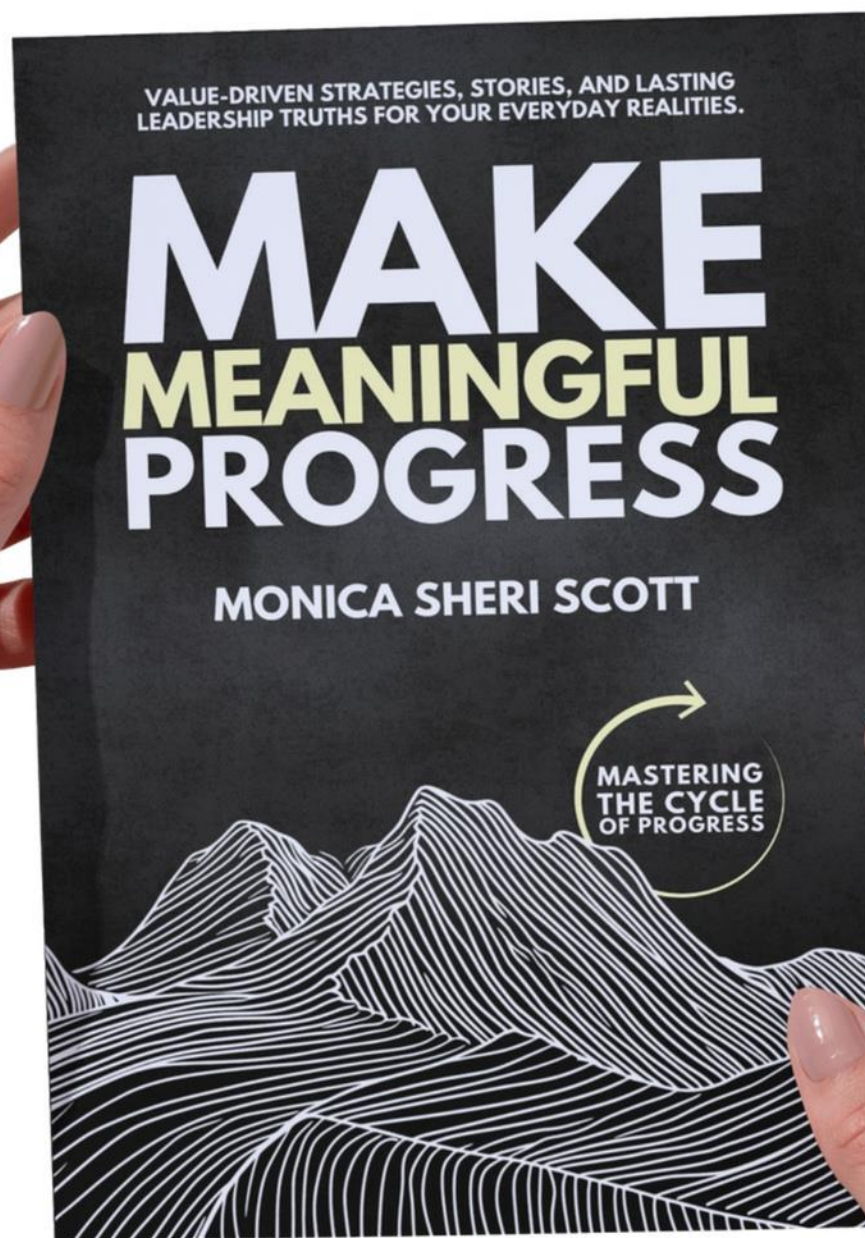
**What progress and improvements have
you made that we can celebrate?**



EMAIL: MONICA@HAWKSAGENCY.COM | LINKEDIN: [@MONICASHERISCOTT](#)

FEEDBACK & MICROLEARNING TOOL

Scan this QR code



NEW BOOK



MEANINGFUL PROGRESS WITH EVERY STEP!

READY

Ground (Accept) & Assess

SET

Optimize & Strategize



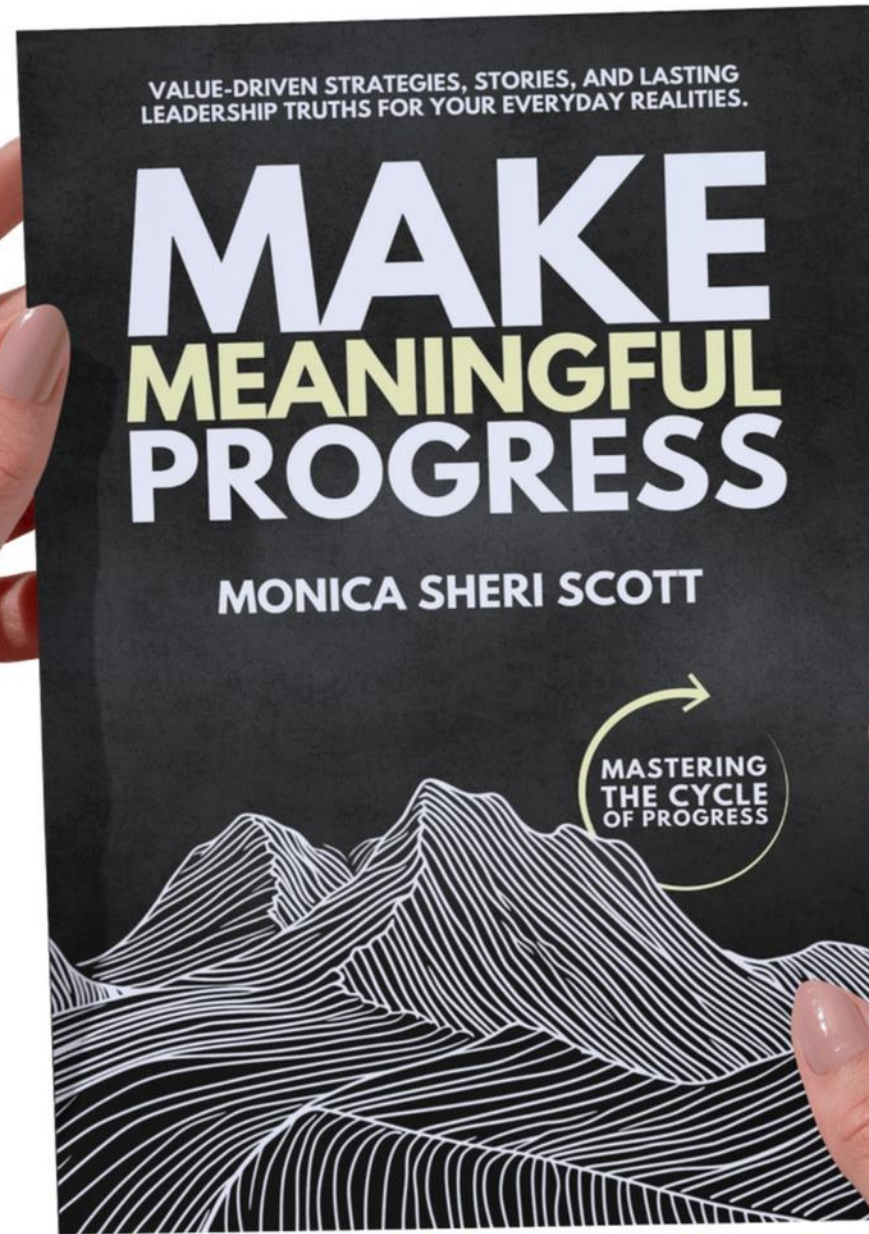
GO

Take Off & Follow Through

MAKE MEANINGFUL PROGRESS WITH EVERY STEP!

FEEDBACK & MICROLEARNING TOOL

Scan this QR code



NEW BOOK

