

BALTIC SUMMIT 2023

Simon Owen

Journey to the Centre of Enablement

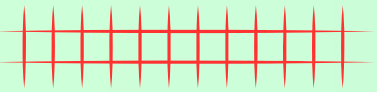
Transforming the World through
the Power Platform



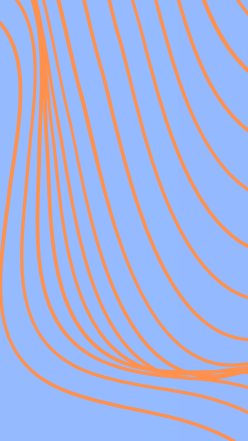
30 SEPTEMBER 2023

PPNT GDYNIA, POLAND






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Capgemini 

 JitTeam™

IT-Dev 

 avanade

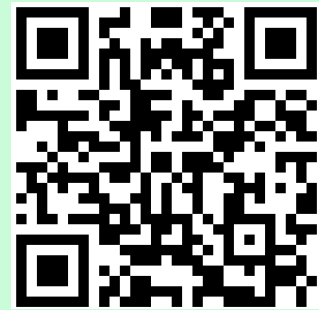
software **one**



Introduction... Simon Owen

Power Addict... Speaker... Blogger... Accidental Org Change troublemaker...

LinkedIn



LinkedIn SimonOwenDigital



<https://empoweryourworld.squarespace.com/>

2 Years at Avanade

- Power Platform Centre of Excellence

16 Years GSK – Global Pharmaceutical

- 6 Years Business Roles :
 - Manufacturing Operations
 - Master Data Management (SAP)
 - Business Analysis and Process Improvement
- 10 Years IT / Tech:
 - Service Management
 - Strategy and Operations Leadership
 - Agile Digital Transformation
 - Technology, Mindset, Value, Culture
- 3 years A Power Ranger



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THIS PROCESS!
THIS DATA!

ARGH!



WHAT ELSE?



MEANWHILE, IN THEIR
SECRET HEADQUARTERS...

WHAT SHOULD
WE CALL IT?



A SKILLED
COMMUNITY!



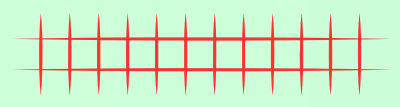
WE NEED AN APP!

..AND DATA
VISUALIZATION..

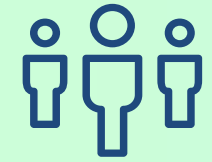
AUTOMATION!



THE GSK
POWER
RANGERS



GSK - Experimentation with Power Rangers



Identified 8 Great People



Scheduled a weekly 1 hour collaboration session



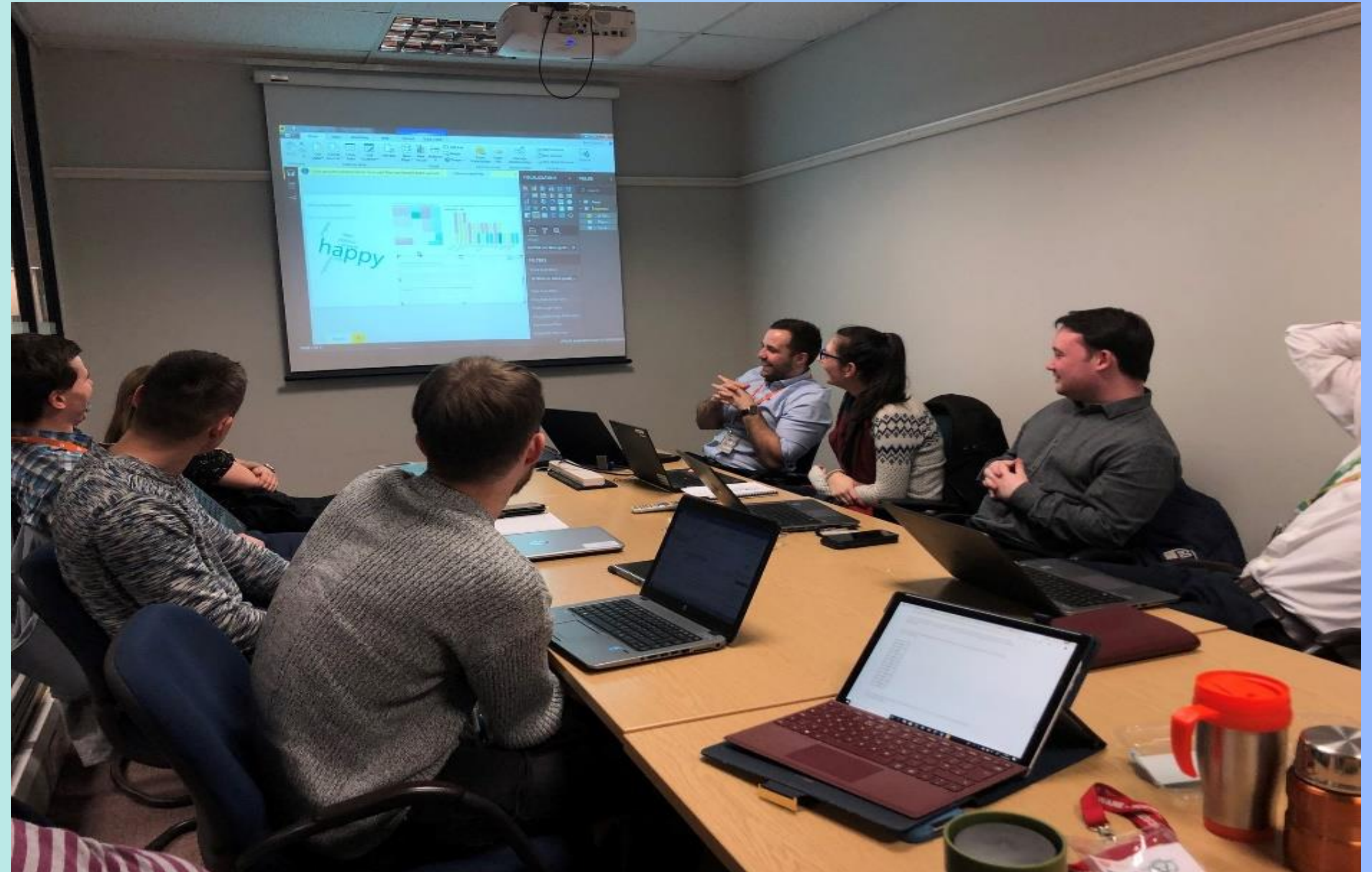
Emphasised learning together and sharing, free to innovate



Servant Leadership

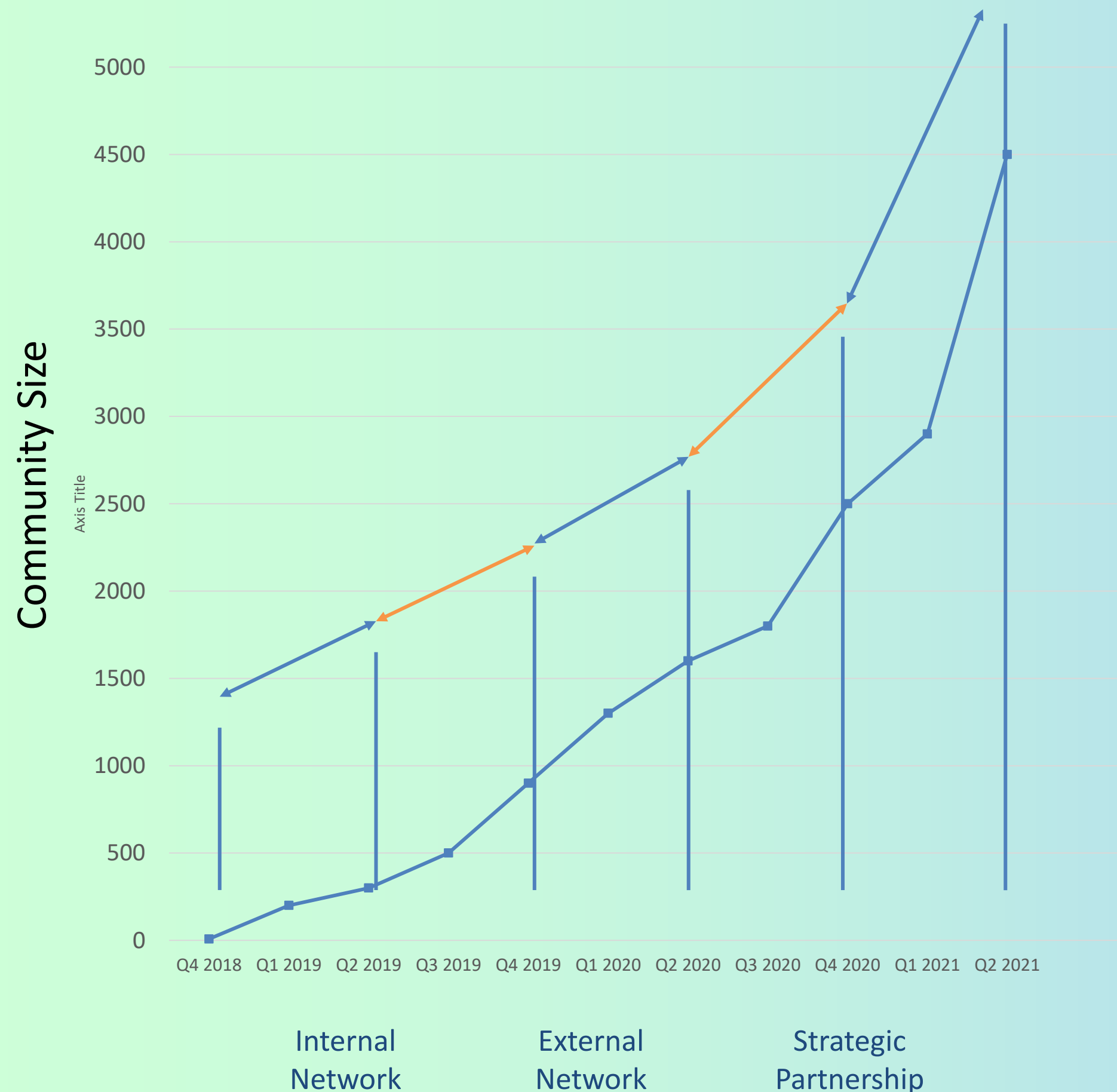


Did It! Had Fun!



GSK - Summary of what we achieved...

TRANSFORMATION of Processes, People, and Culture!



Value

- 7k Apps and 14k Flows transforming GSK
- £8M+ of value £7-8M from single solution

Nurture / Enablement

- Global cross functional community 4500
- 'Digital First' mindset; 3000 'makers'

Governance & Guidance

- Scalable governance model; Shift in risk and compliance mindset for Cit Dev

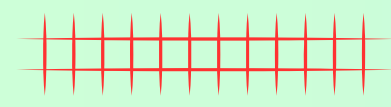
Sponsorship & Visibility

- Visibility of Power Platform to C-Suite
- Strategic Microsoft relationship

Challenges Overcome

- Privacy, Risk, Compliance, Licensing

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How do we Transform the World?

20%

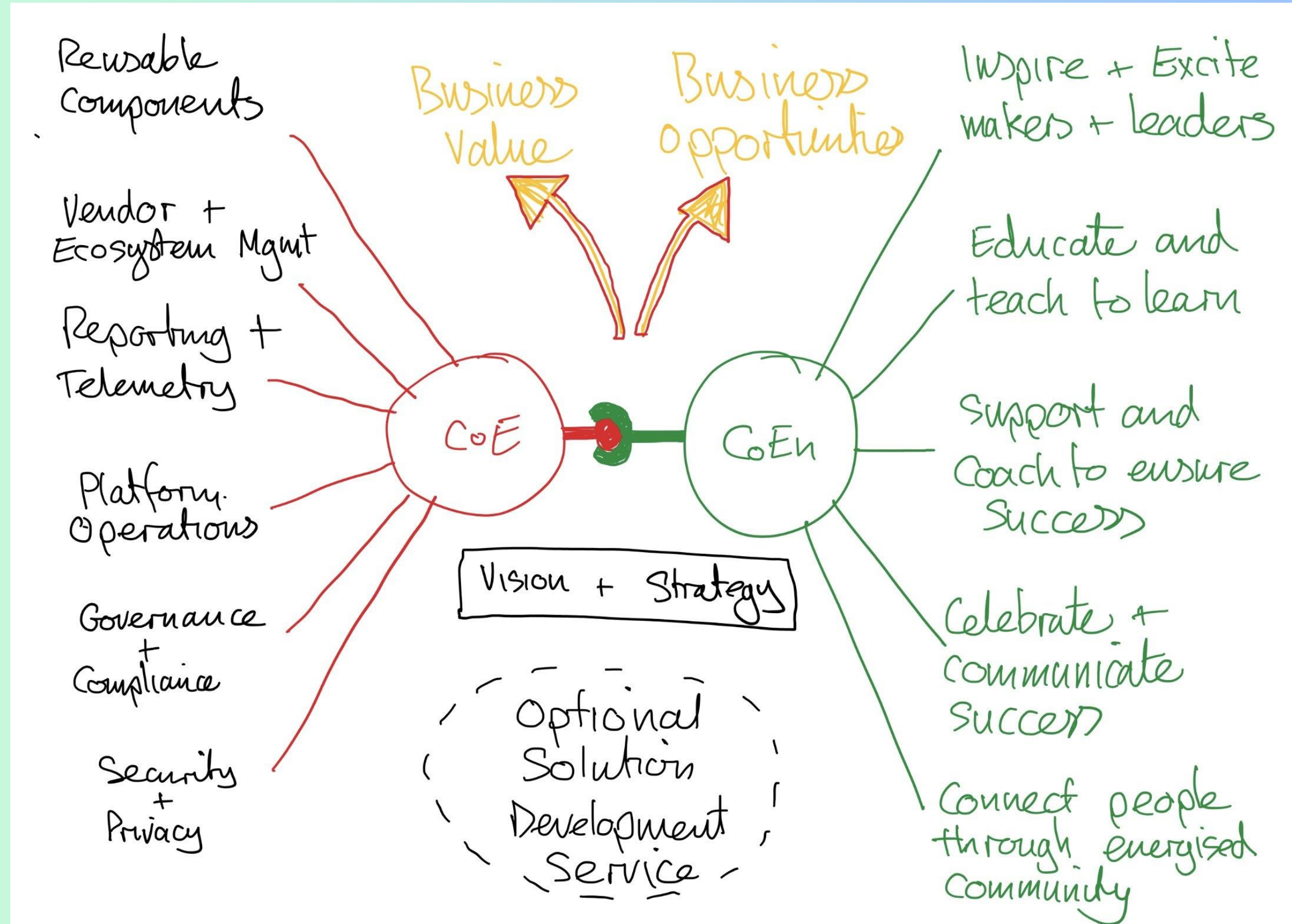
Tech

80%

People

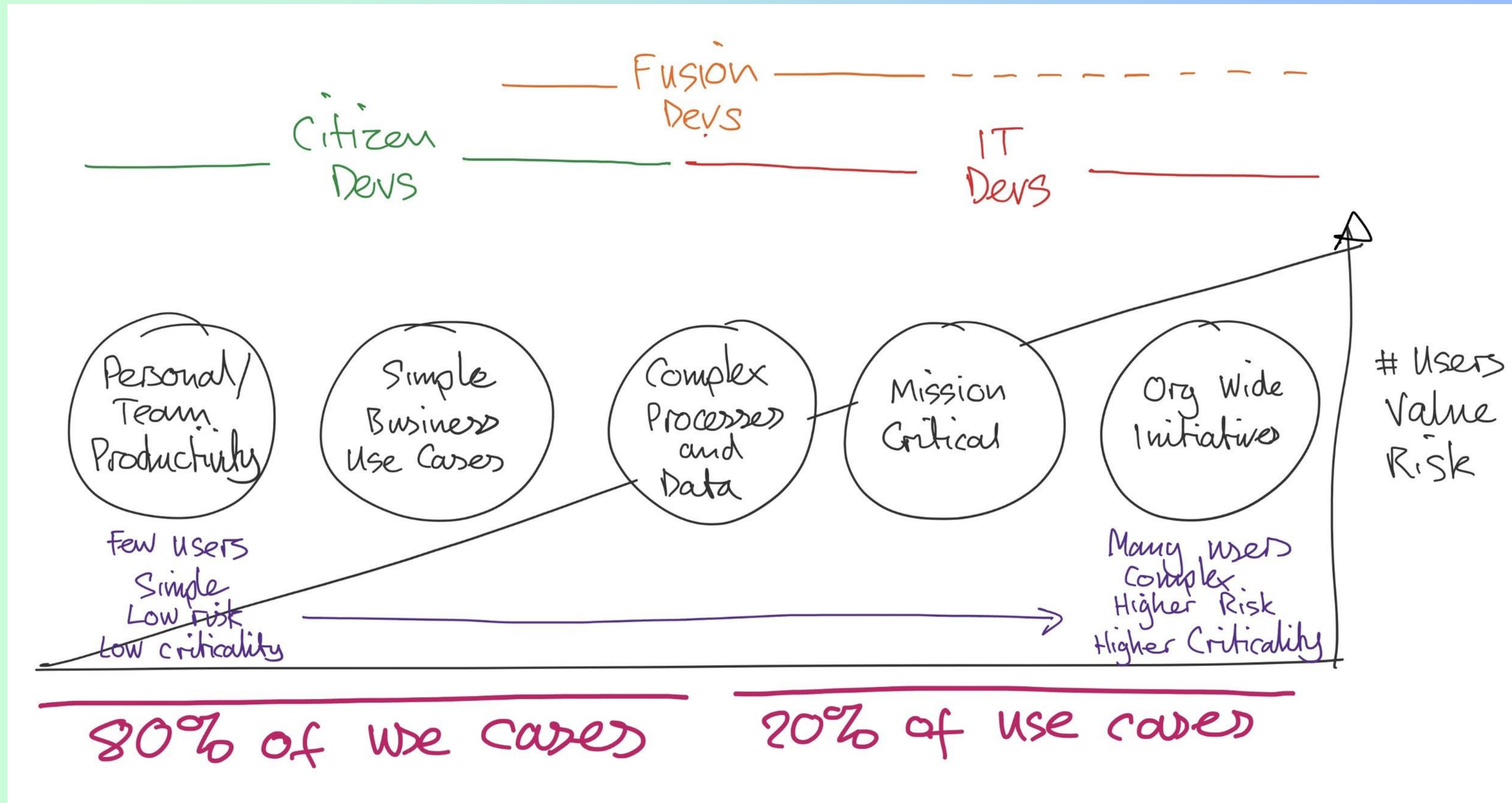
Technology CoE vs People CoE

20%
Tech

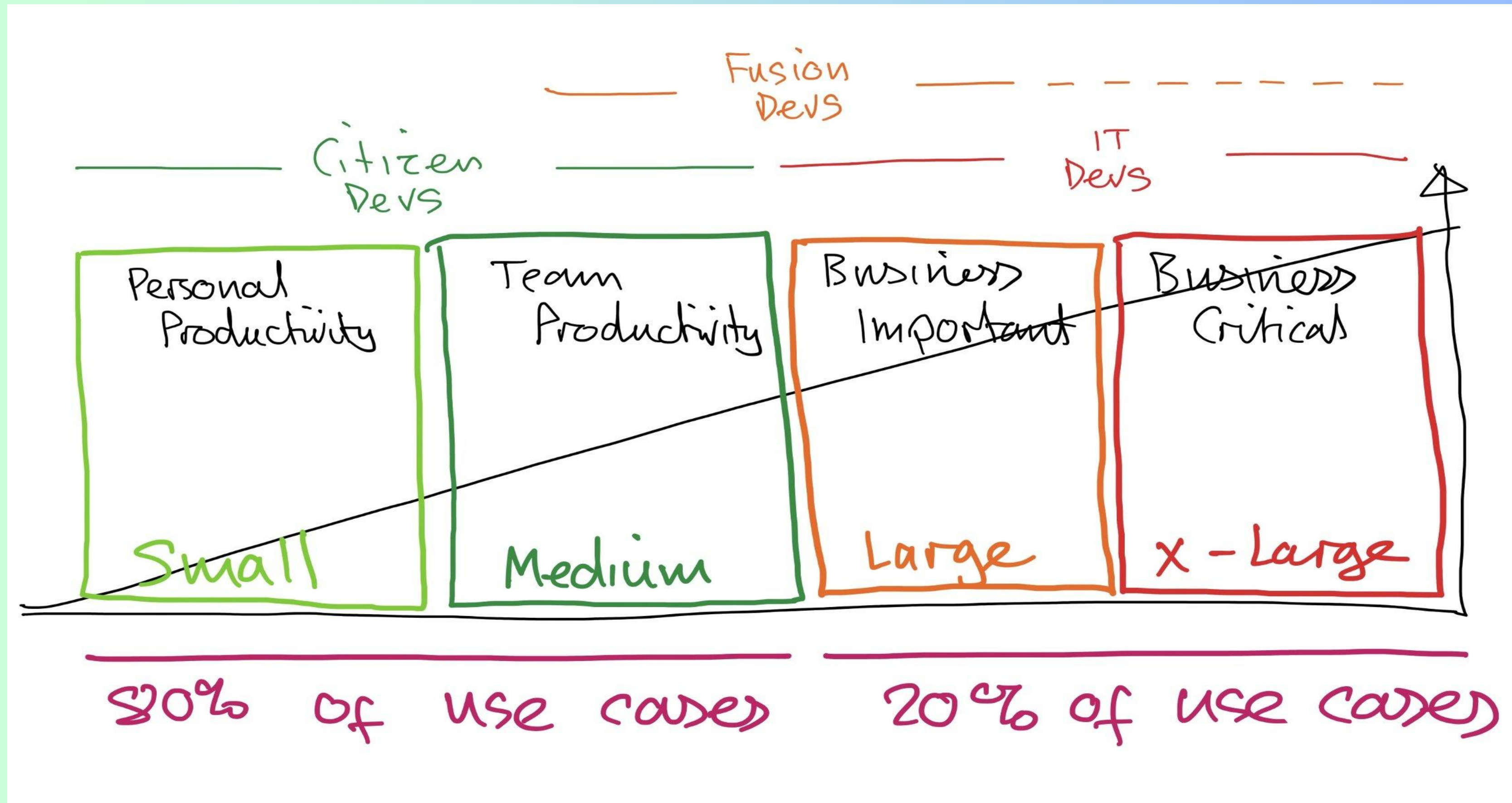


80%
People

Not all solutions are equal

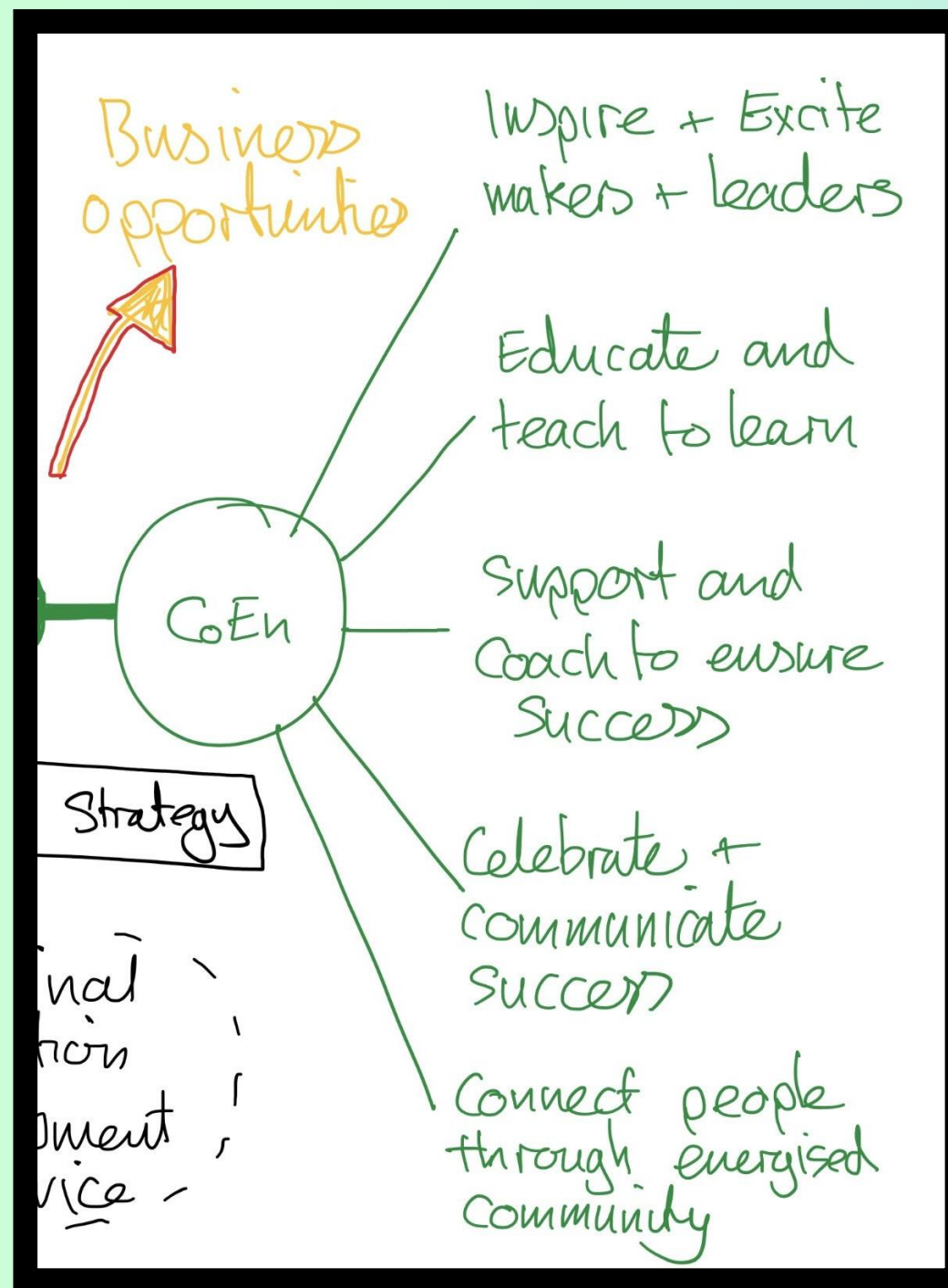


Scalable Governance Enables Enablement



Let's bring the 80% People to life

What does successful enablement look like in the wild?



[Creating a Movement - First Follower Video](#)

Real life example

[Agile Cultural Change - One Superhero at a Time \(Simon Owen\) - YouTube](#)

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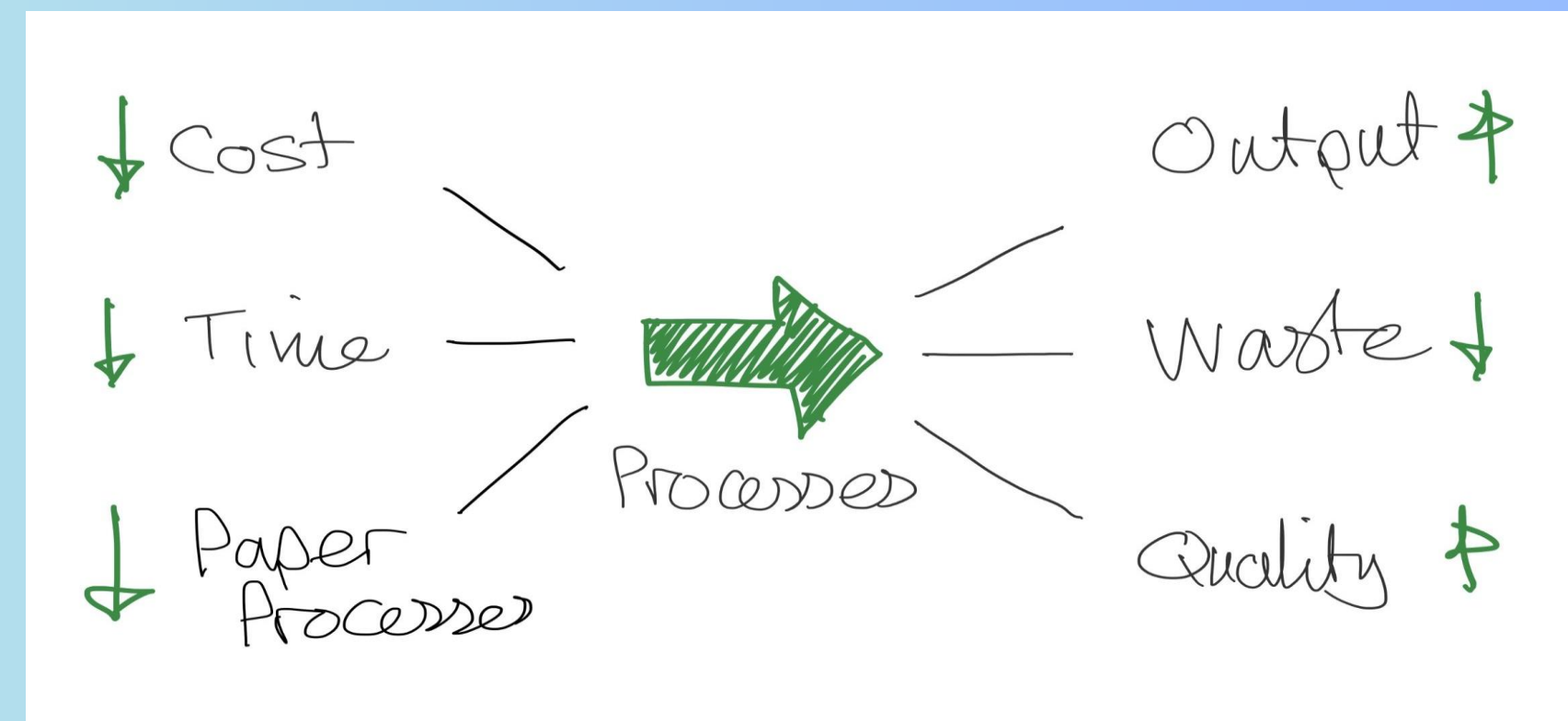
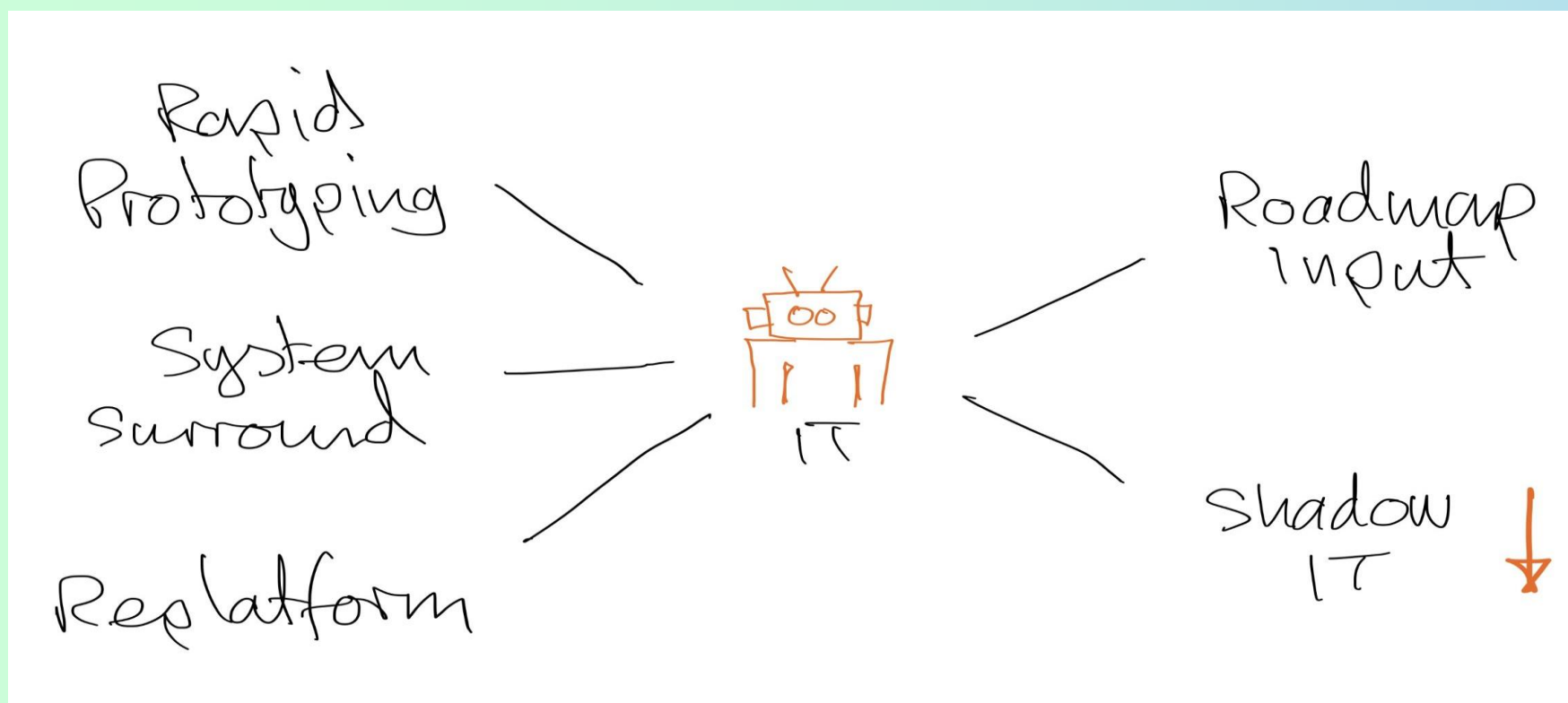
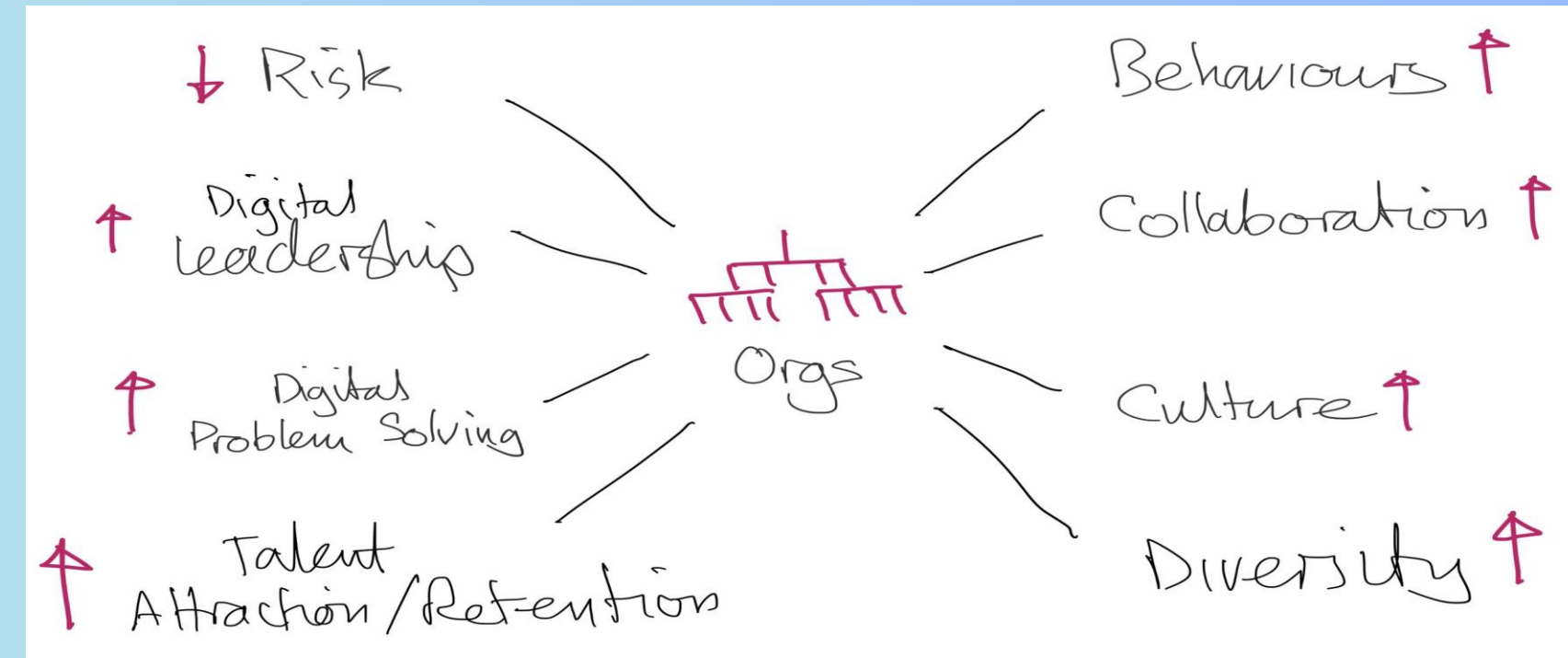
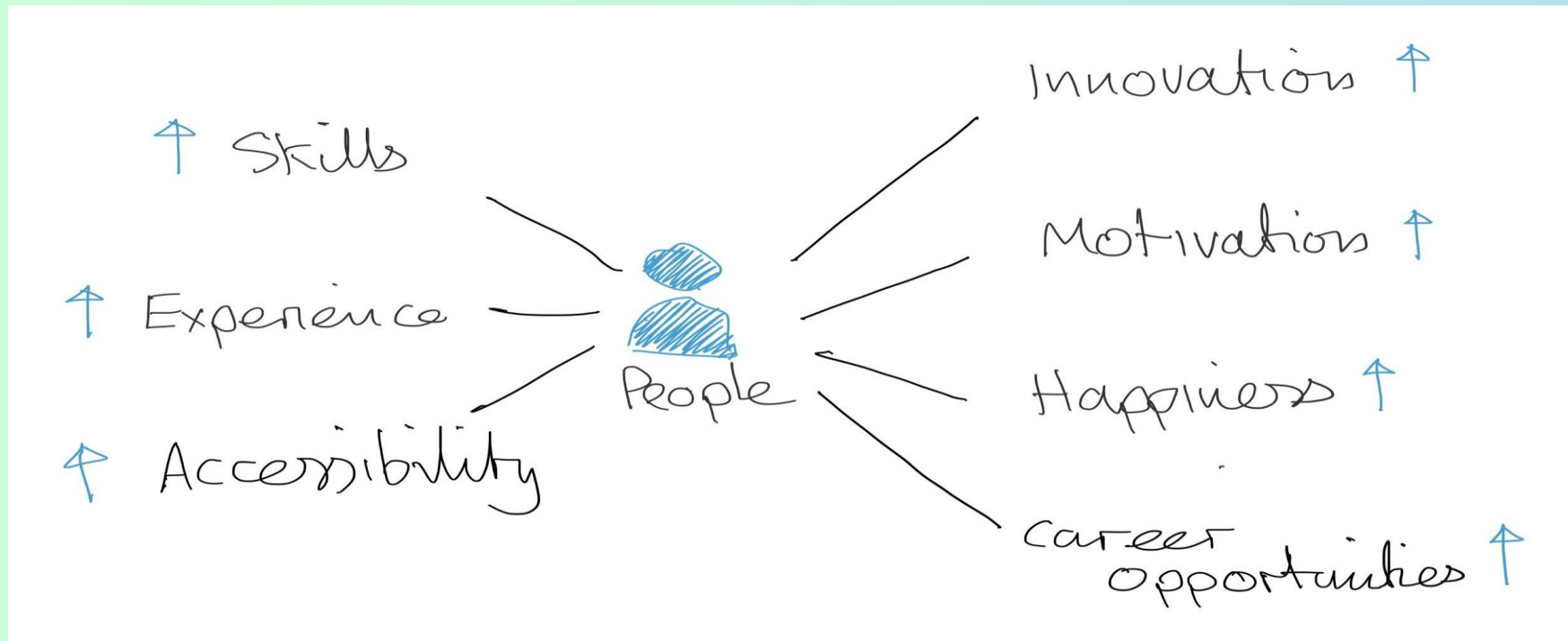
Let's do an experiment today!!

Let's try to start our own movement!

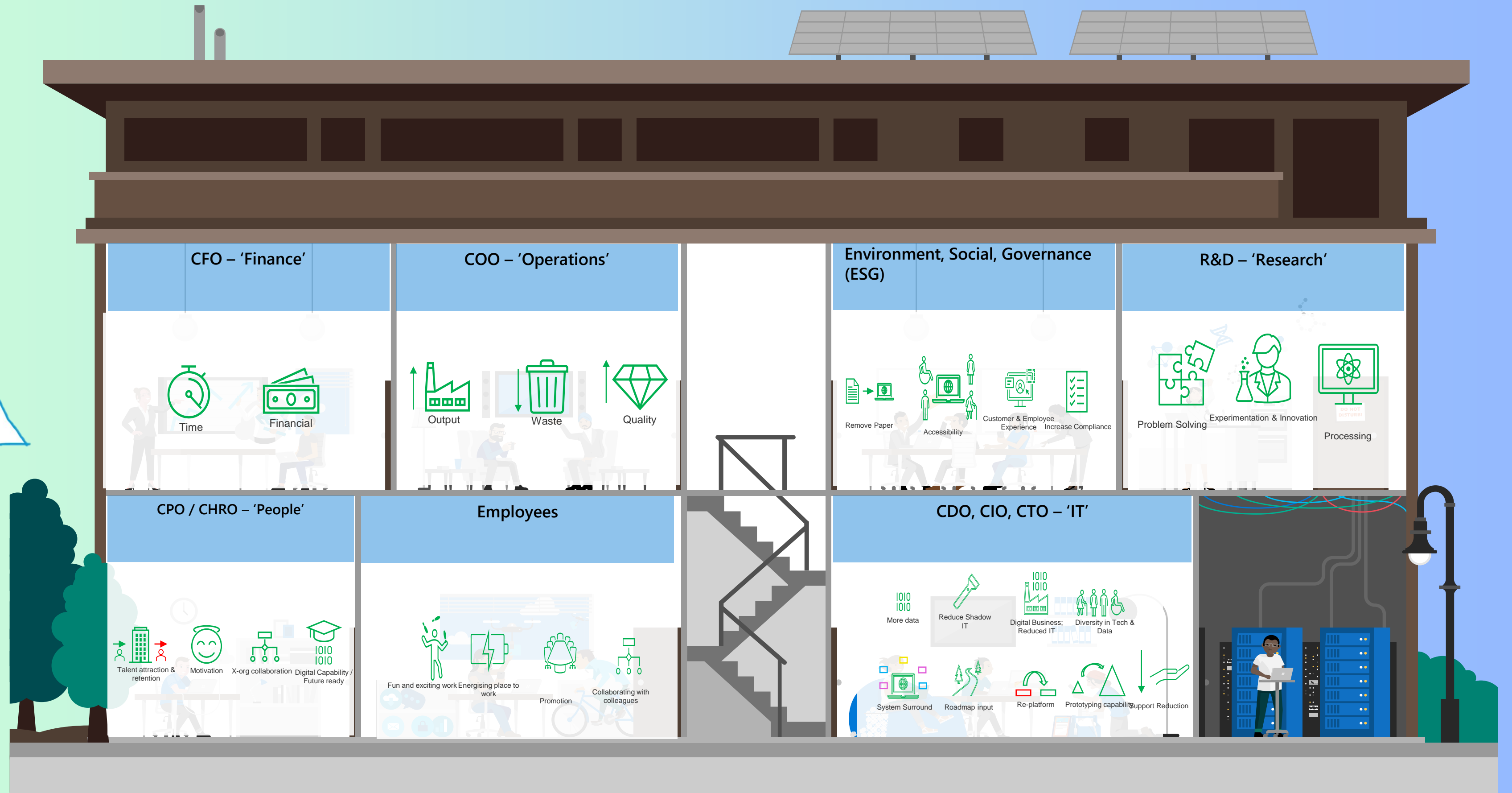


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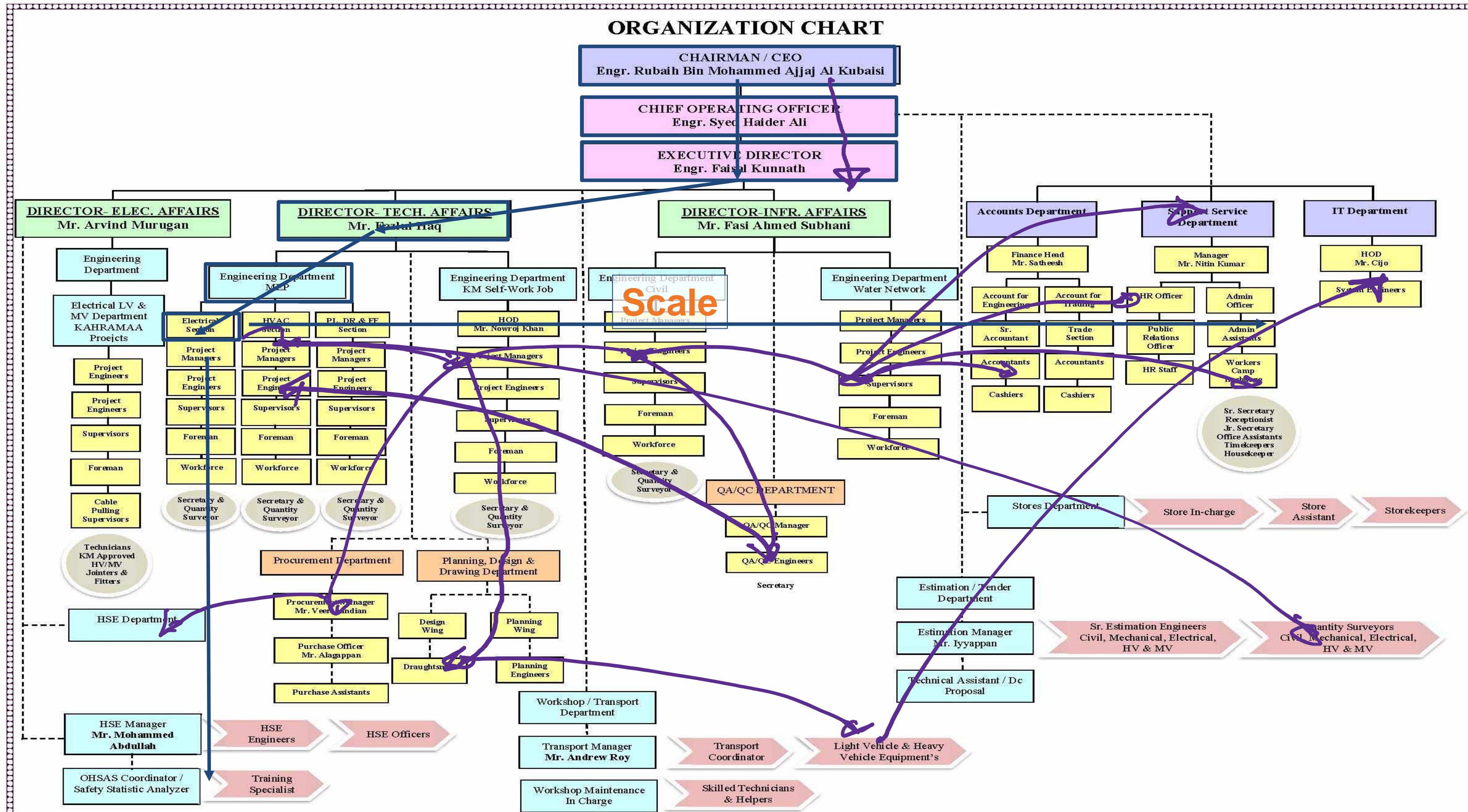
Power Platform Value



Aligning Strategy & Leadership



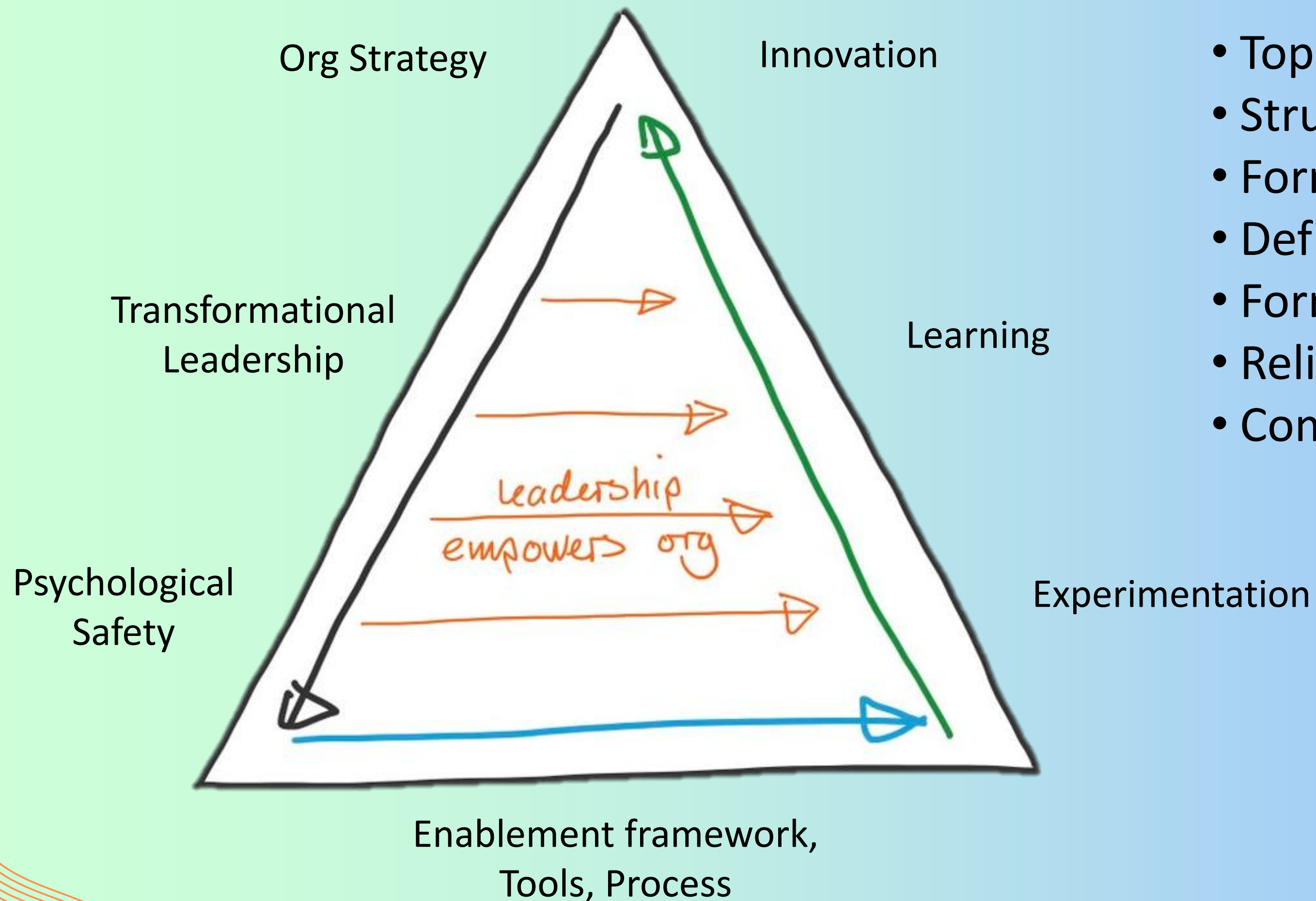
How can our change be used to enable an organization?



Top Down
Structured Change

Bottom Up
Viral Change
"Social Media"
Marketing
aligned to
"North Star"

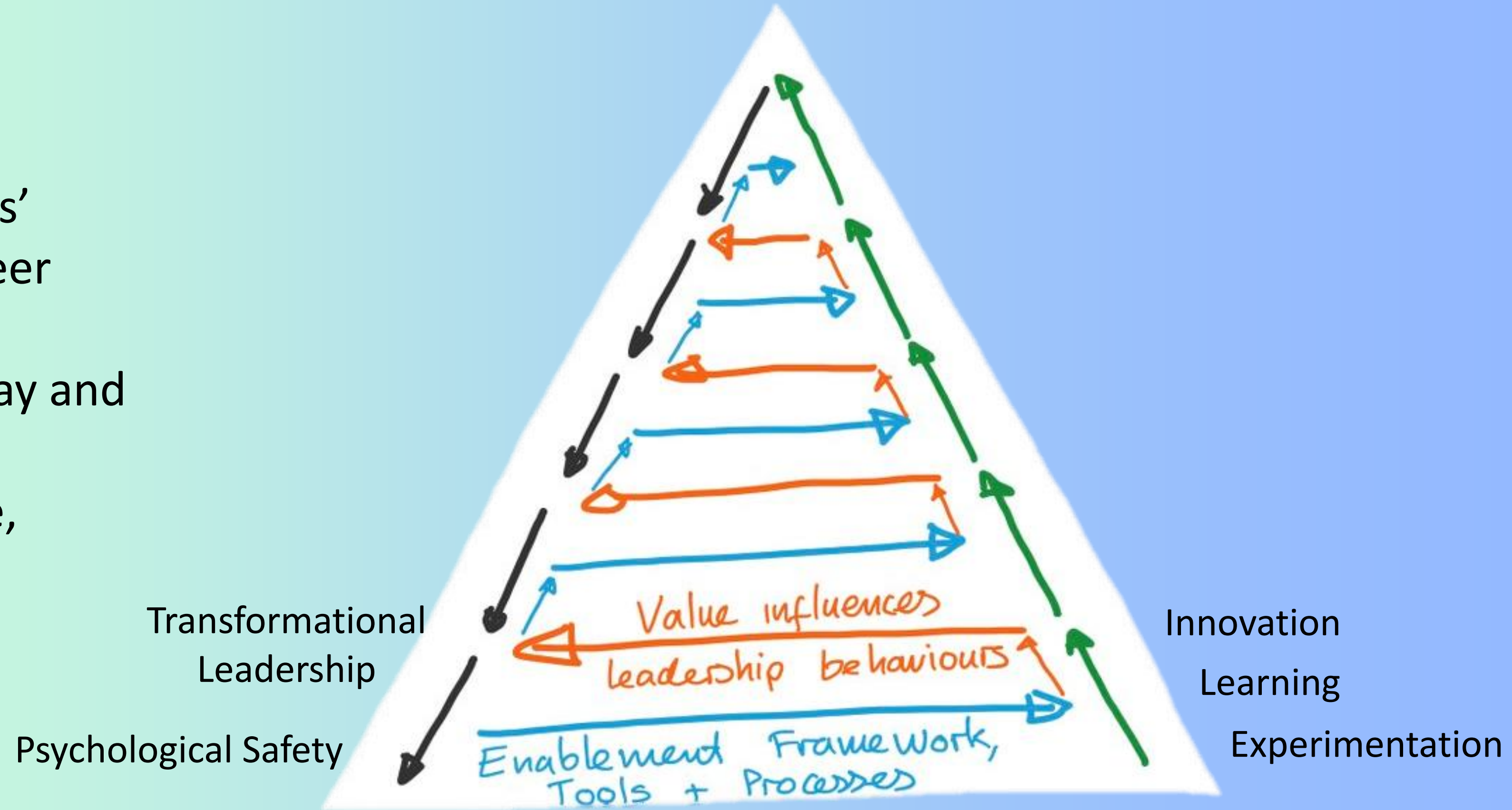
Top Down - PUSH!



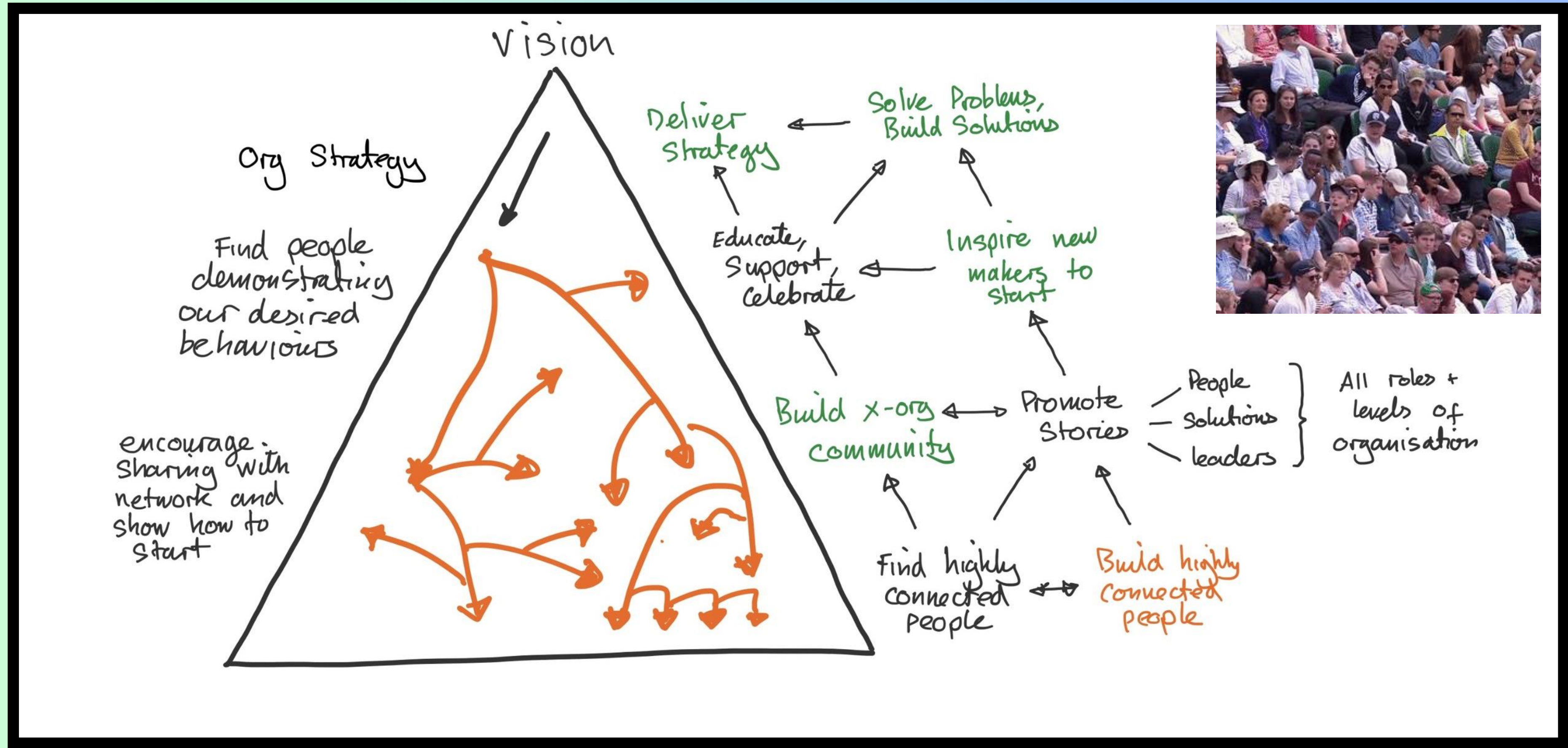
- Top-Down Cascade (Push)
- Structured
- Formal Leadership
- Defined Information
- Formal Channels
- Reliant on org wide change network
- Communication Packages

Bottom Up - PULL!

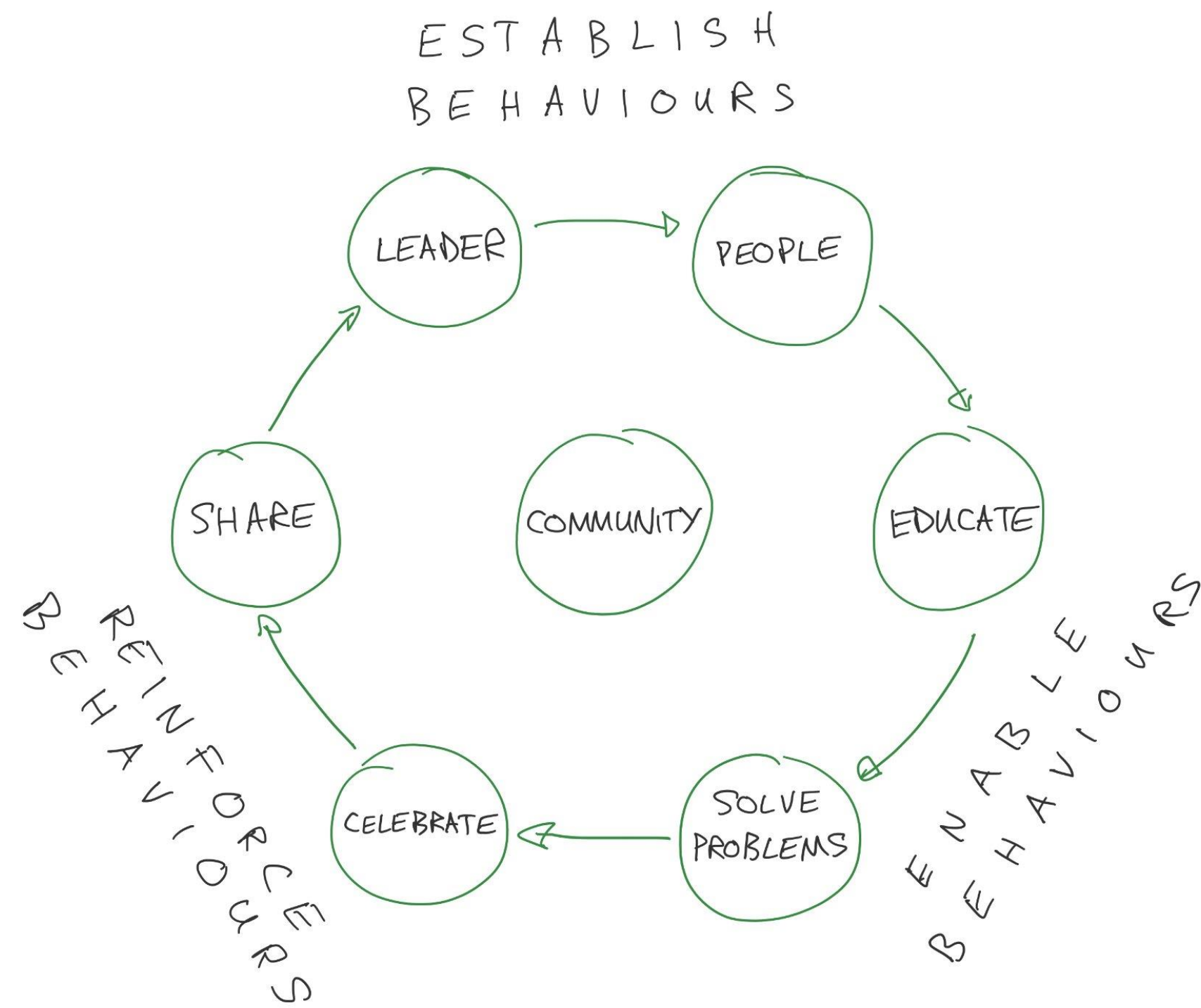
- Iterative
- Behaviour driven
- Copying 'people like us'
- Community Peer to Peer Network
- Stories to show the way and reinforce behaviours
- Distributed, backstage, leadership



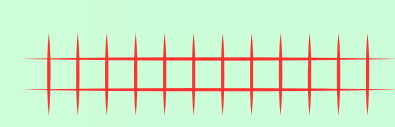
Viral Change*



The Maker Movement



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Homework - #BeMoreShirtlessDancingGuy

- Experiment with the Model – Power Platform? AI? Your career? Anything!
- Share with others – Your knowledge, passion, excitement, interest
- Let me know how you get on or if you have any questions 😊
- **HAVE FUN!**



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THANK YOU

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My Blog

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.squarespace.com/



PLEASE
RATE MY
SESSION



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