

Journey to the Centre of Enablement

Growing adoption in Power Platform

Simon Owen





Platinum Sponsors



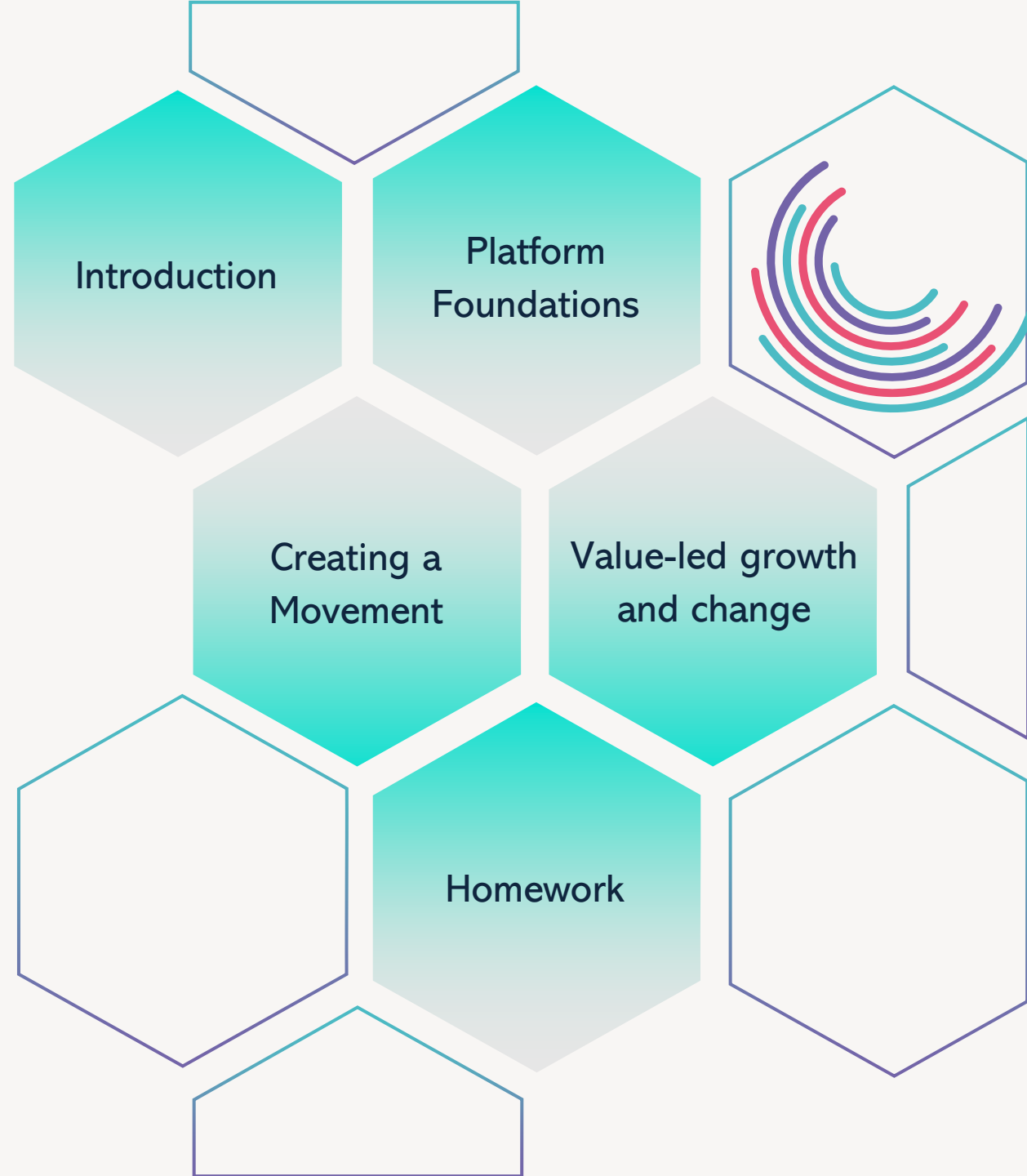
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Supporting Sponsors



Agenda



Simon Owen

Power Addict...

Speaker... Blogger...

Accidental Org Change
Troublemaker...

Power
Addict



Accidental
Org Change
Troublemaker

Speaker
Blogger



Introduction... Simon Owen

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



LinkedIn 



SimonOwenDigital



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

2 Years at Avanade

- Global Power Platform Centre of Excellence

16 Years GSK – Global Healthcare

- 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'!



The Power Rangers



APP BUILDER



SIMON OWEN

SENIOR TECH BUSINESS PARTNER

COMPANY



COMPANY SIZE

100k+ EMPLOYEES

INDUSTRY

PHARMACEUTICALS

COUNTRY

UNITED KINGDOM

Experimentation



8 Great People



1 hour weekly collaboration
session



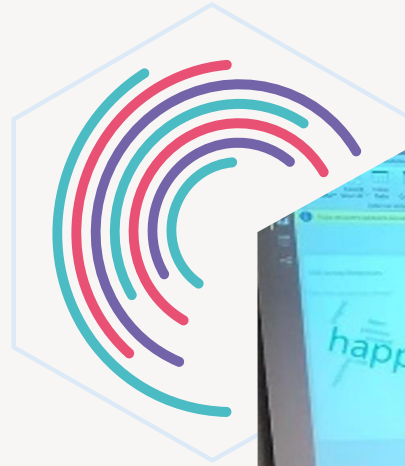
Emphasised learning
together and sharing, free
to innovate



Servant Leadership



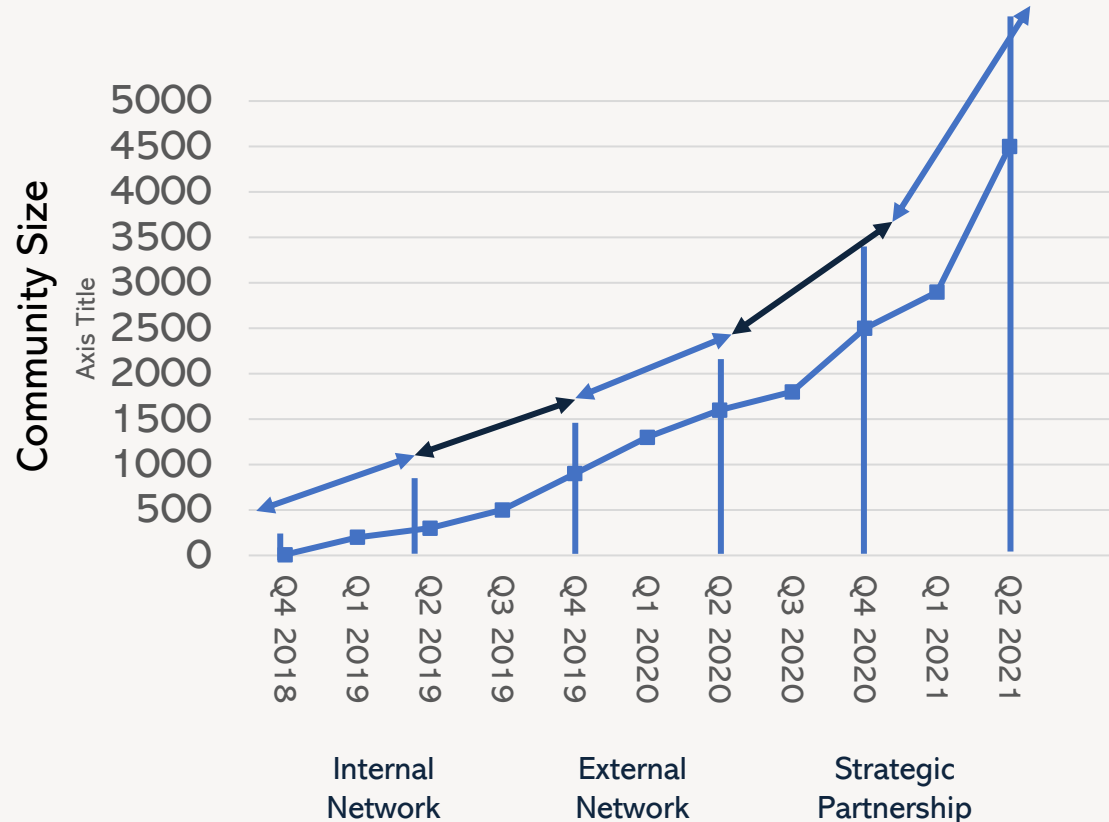
Did It! Had Fun!





What did we achieve? TRANSFORMATION!

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



How do we Transform the WORLD?

20%

Tech

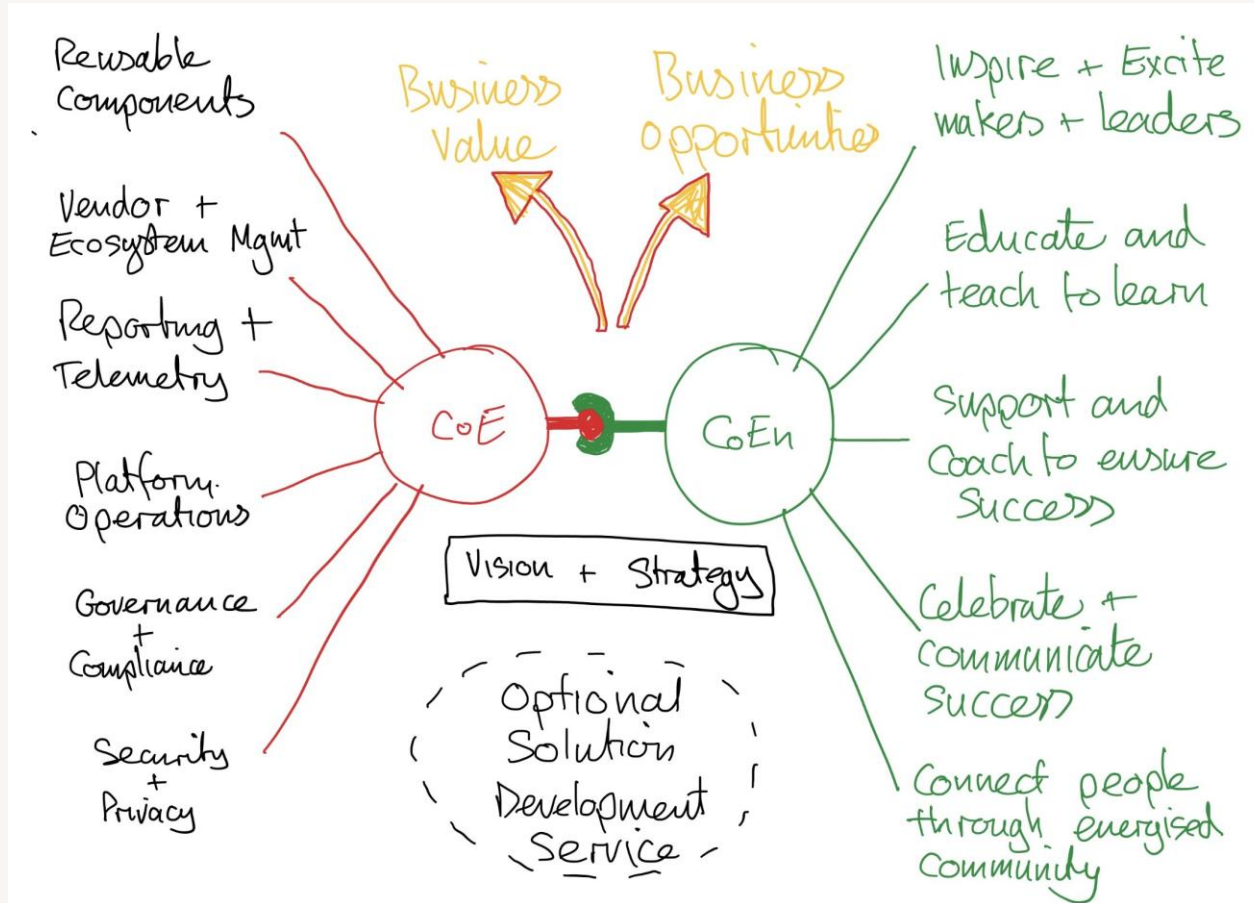
80%

People



Technology CoE vs People CoE

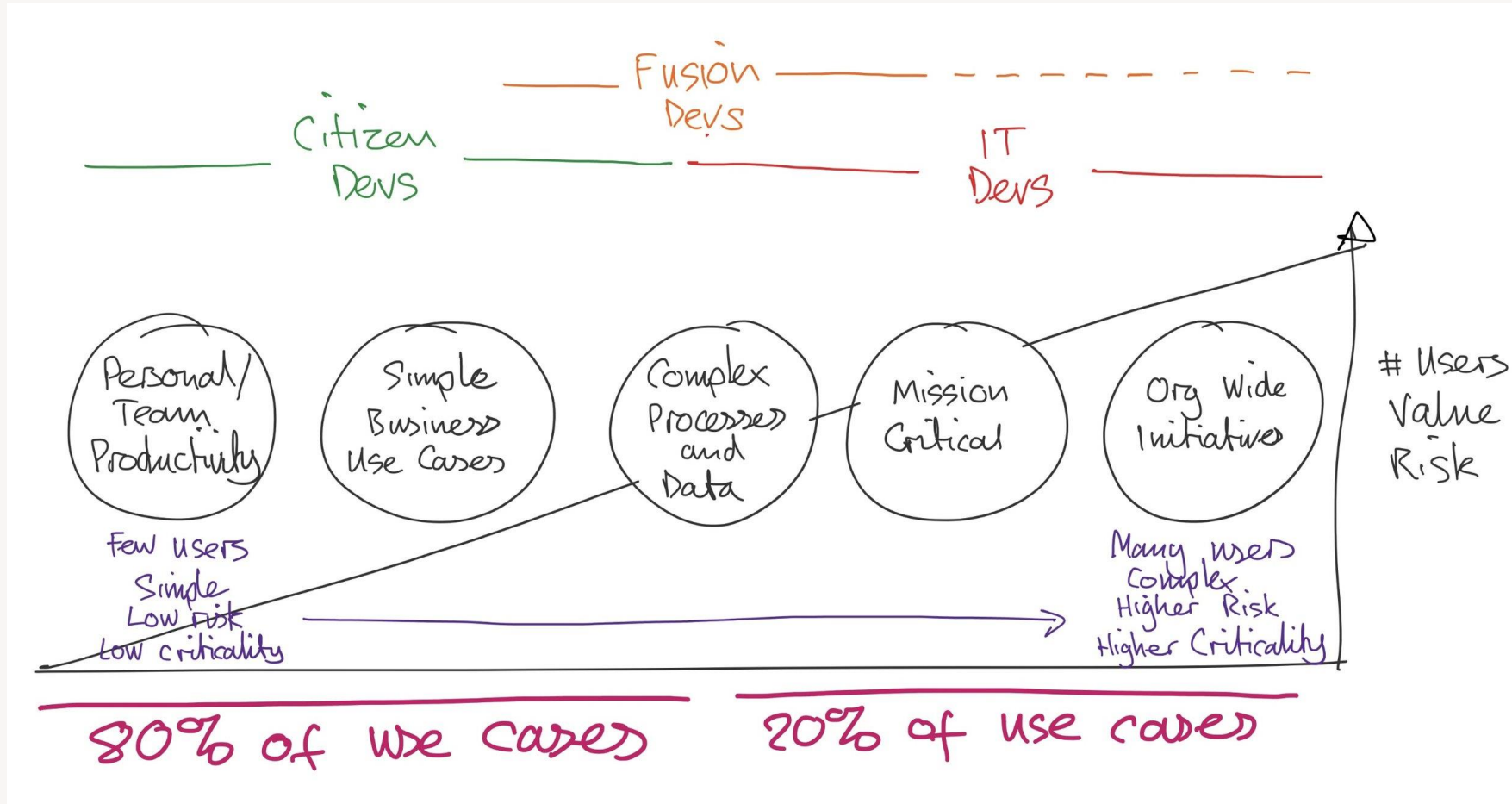
20%
Tech



80%
People

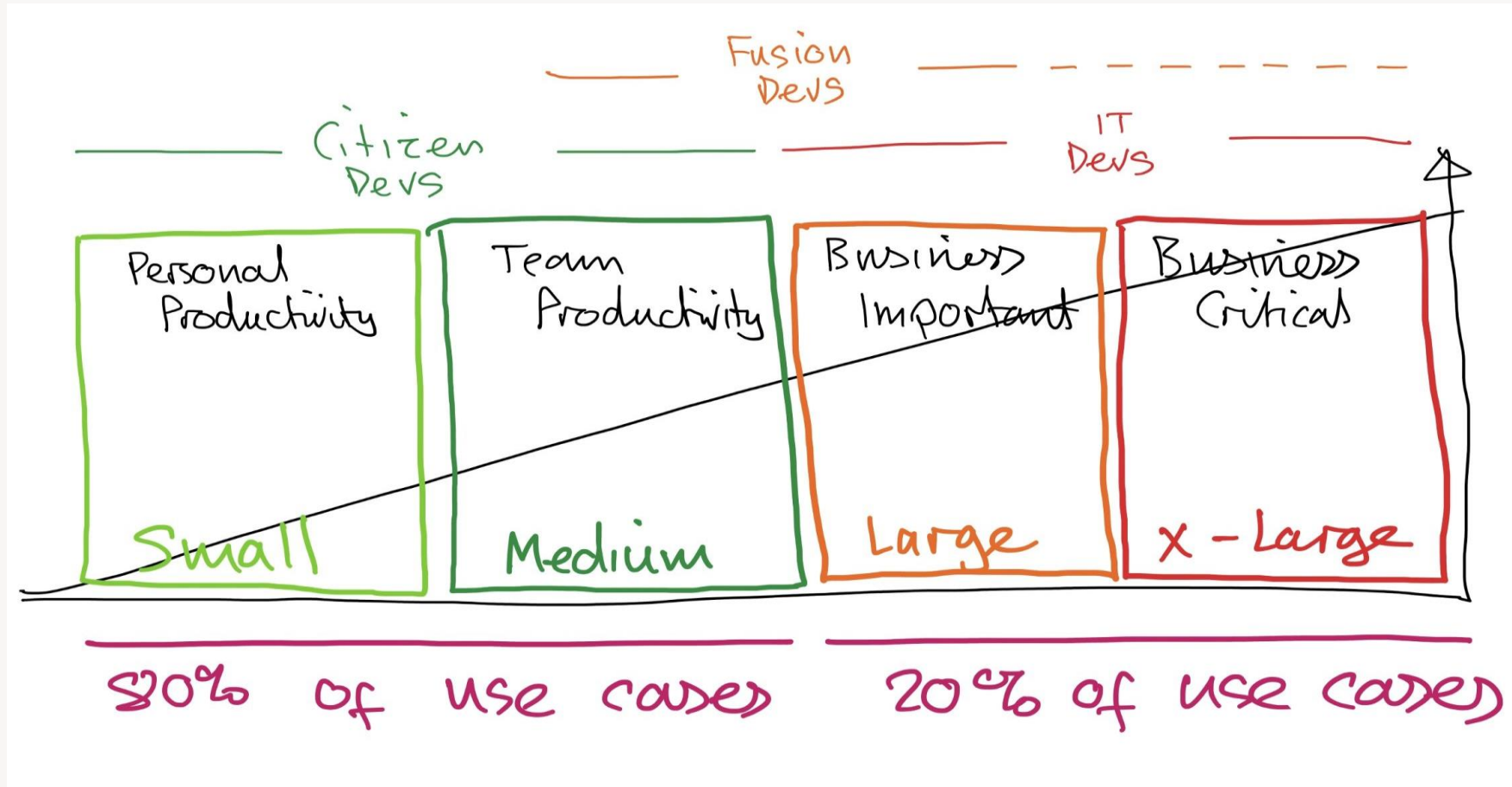


Not all solutions are equal





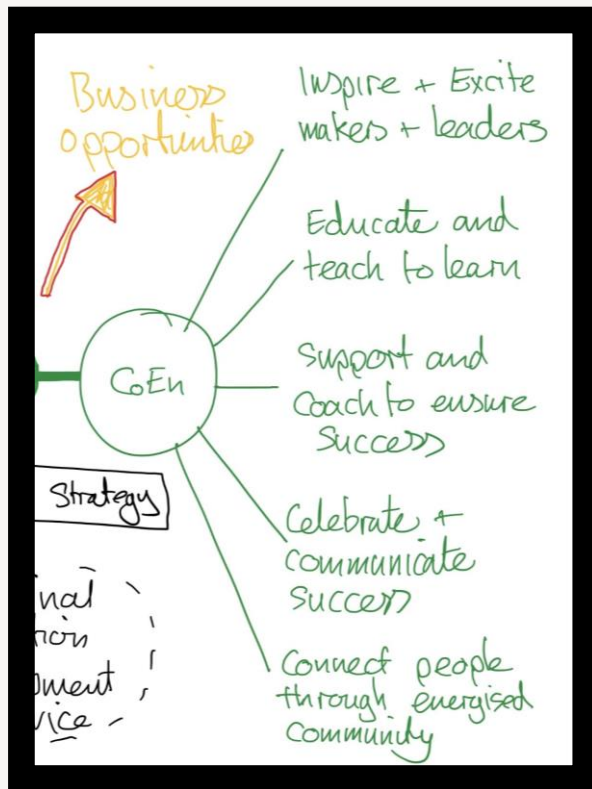
Scalable Governance Enables Enablement





Let's bring the 80% People to life

What does successful enablement look like in the wild?



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

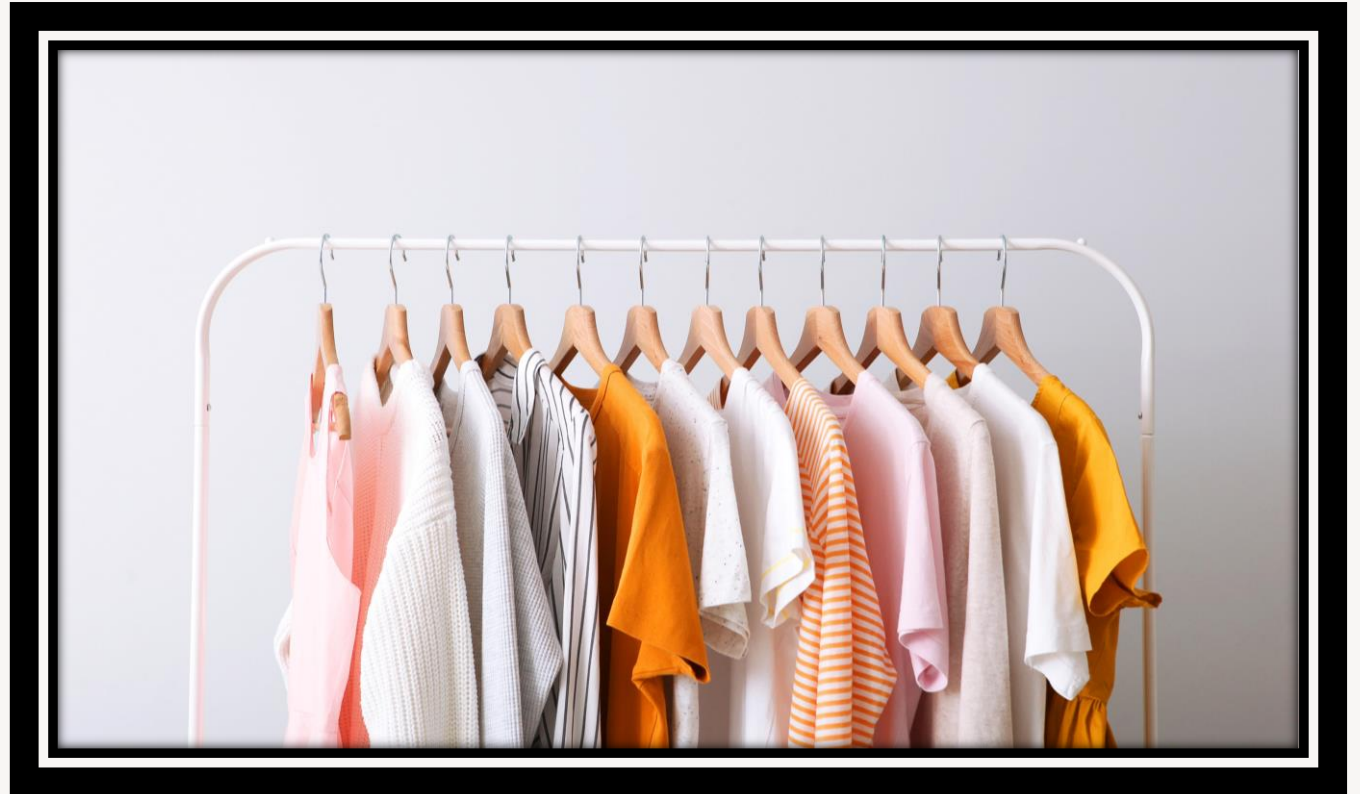
Real life example

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



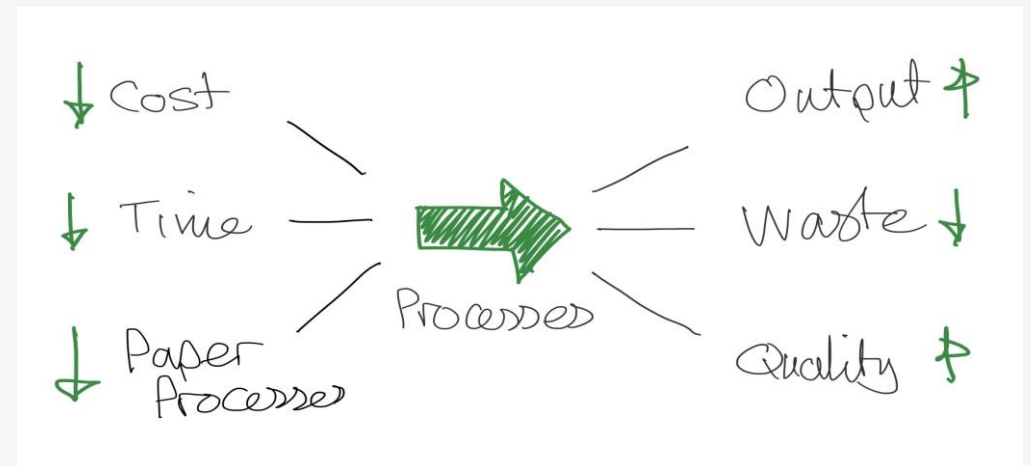
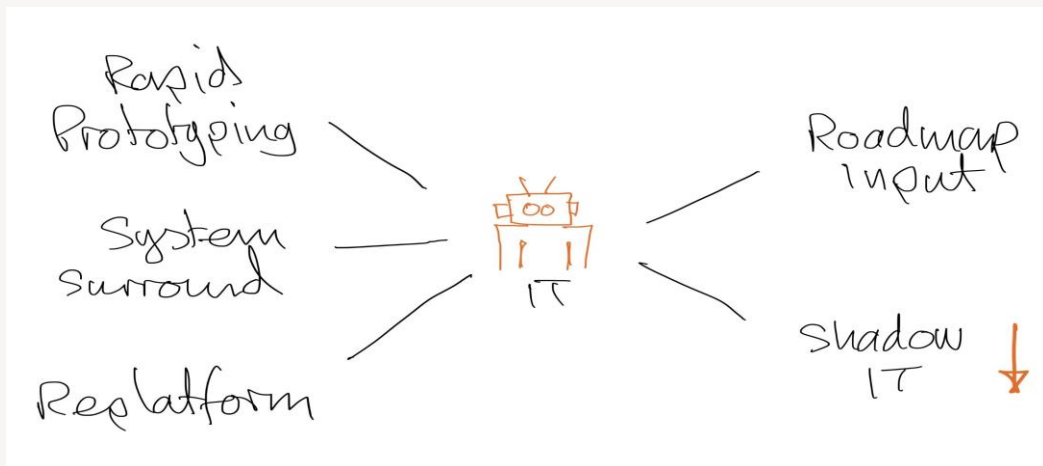
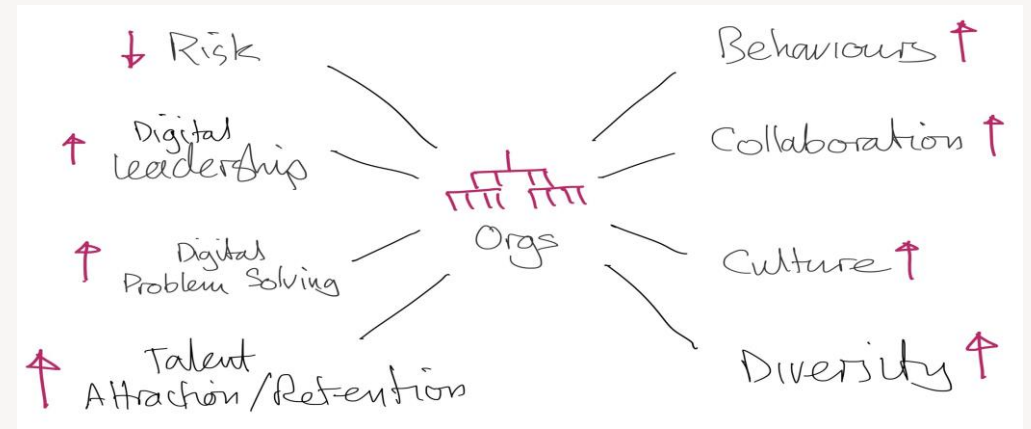
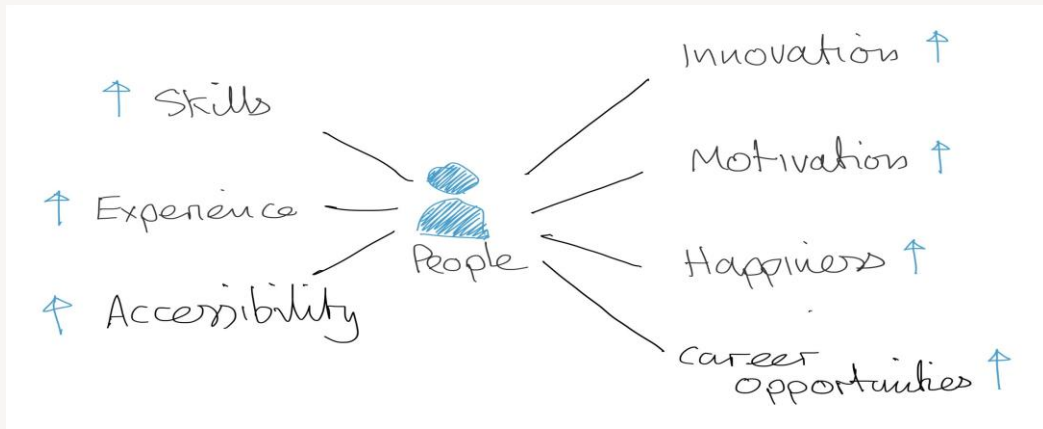
Let's do an experiment today!!

Let's try to start
our own movement!



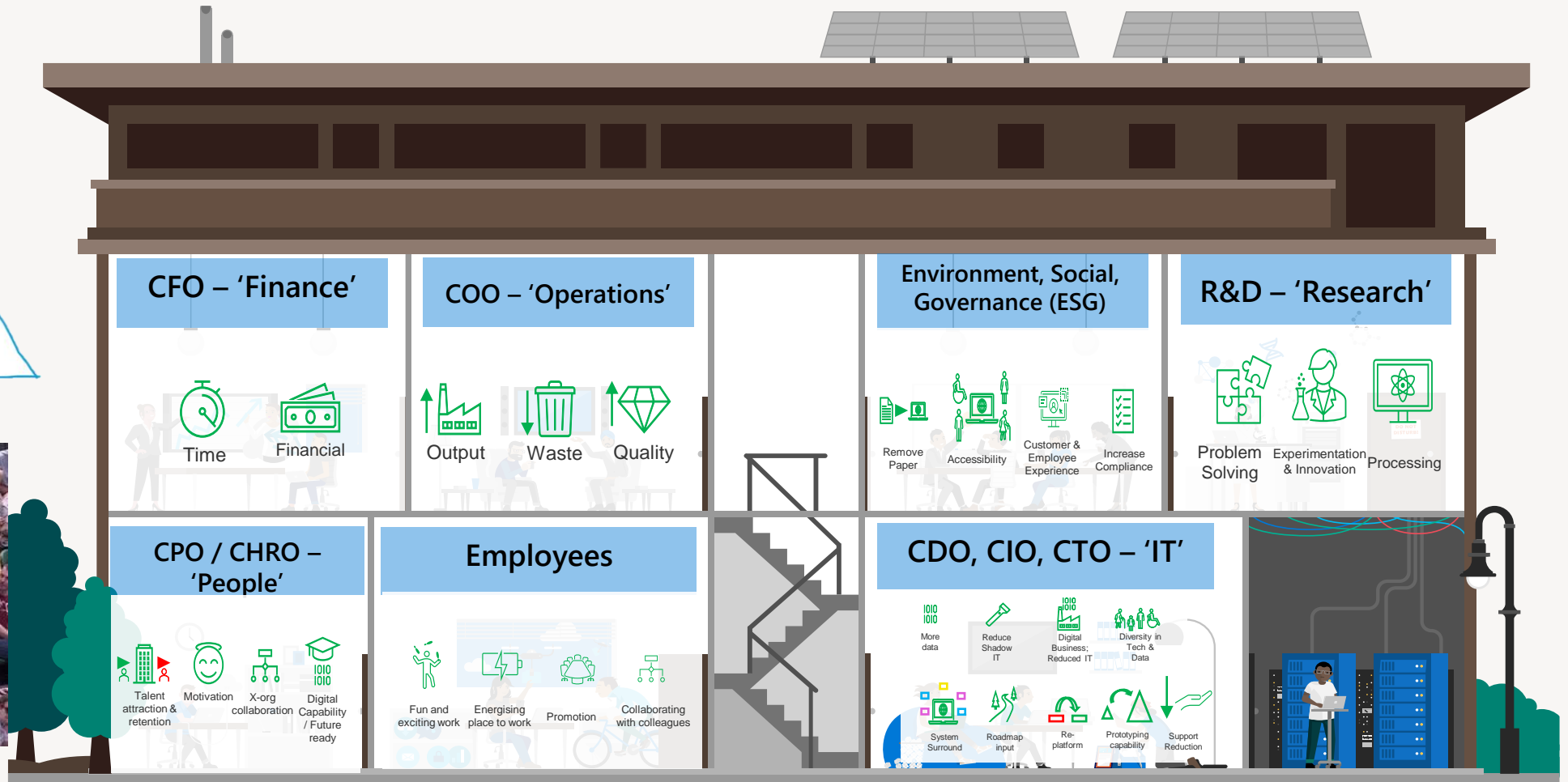


Power Platform Value

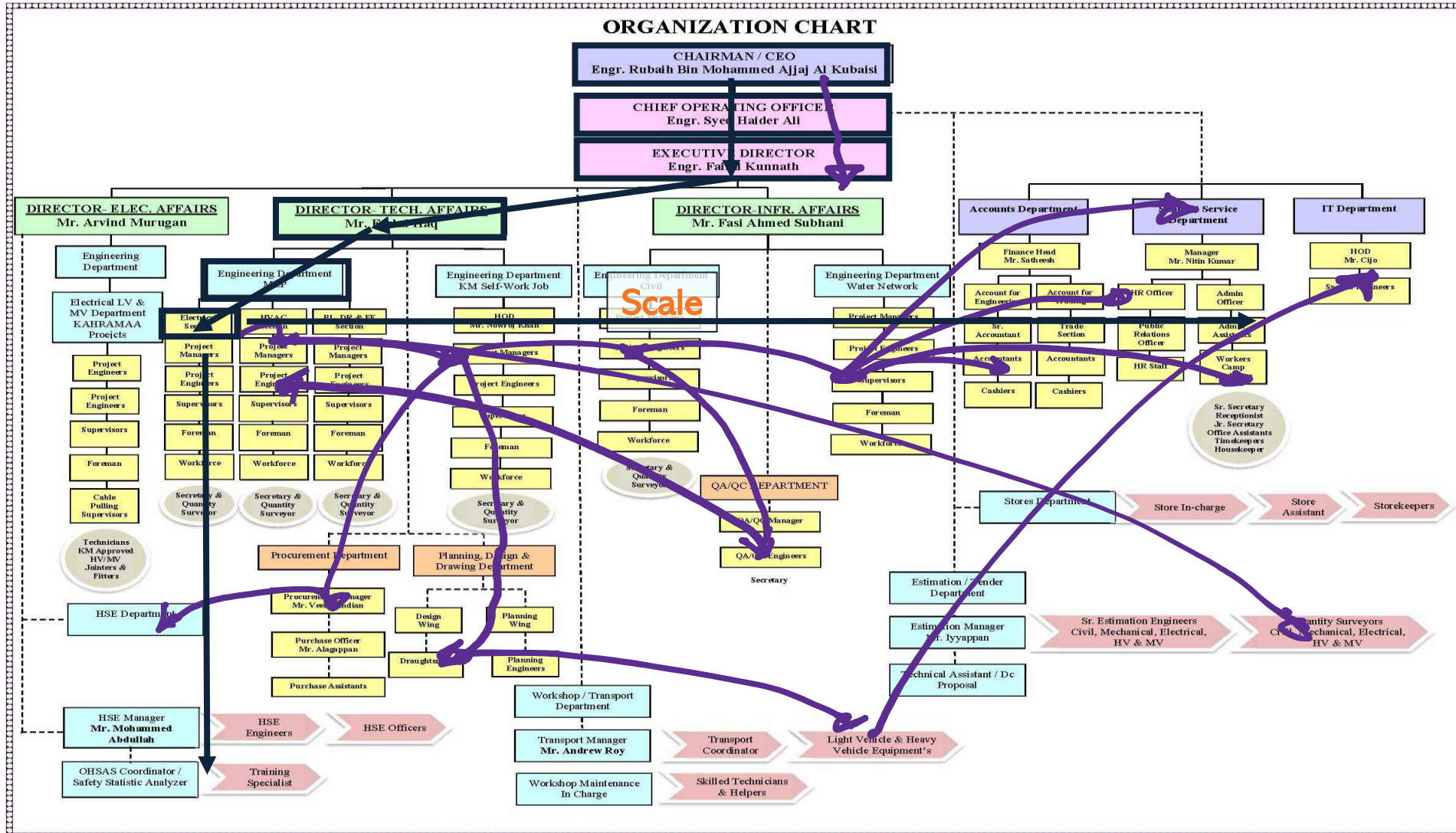




Align Value to Strategy and Leadership



Change approaches to enable an organisation

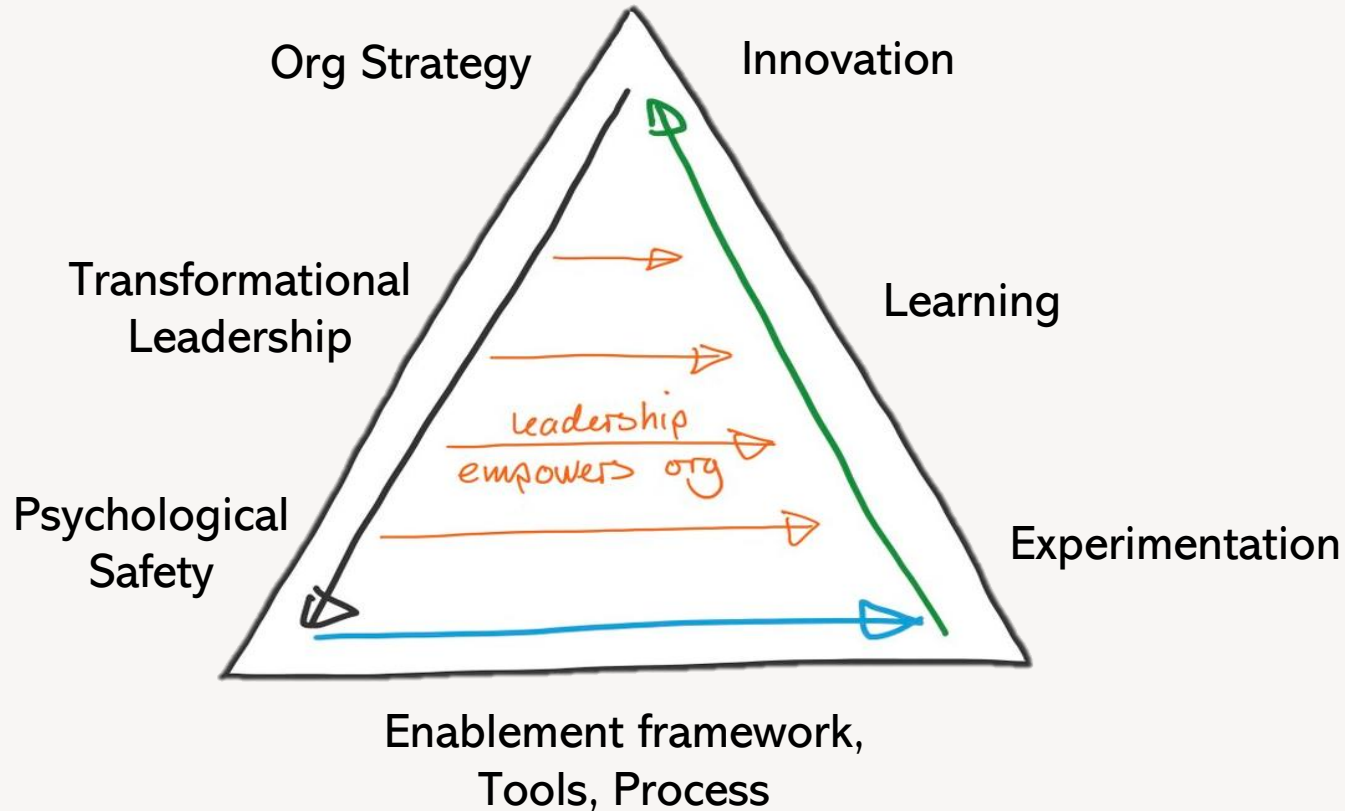


Top Down Structured Change

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



Top Down – PUSH!

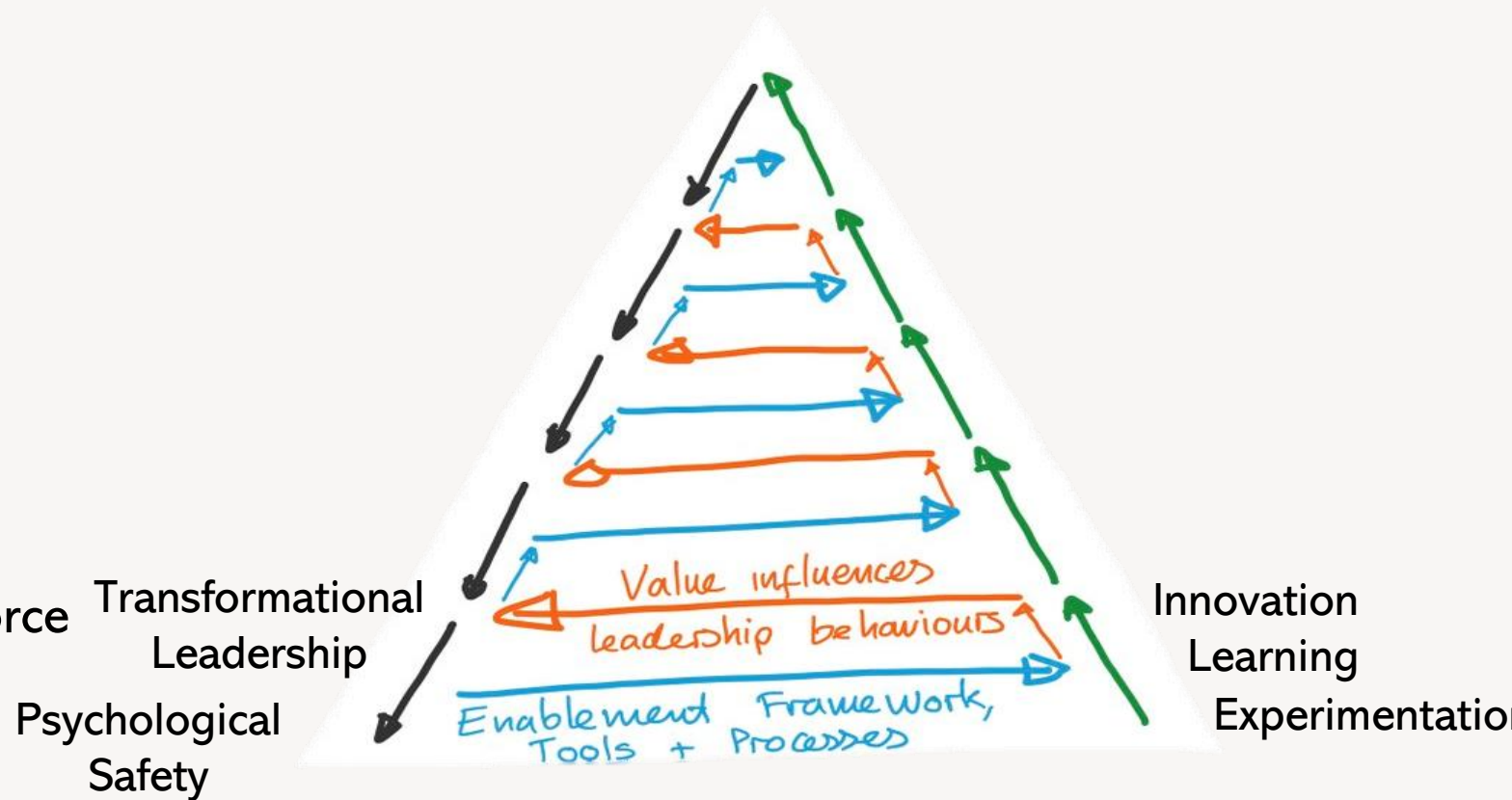


- Top-Down Cascade (Push)
- Structured
- Formal Leadership
- Defined Information
- Formal Channels
- Reliant on org wide change network
- Communication Packages



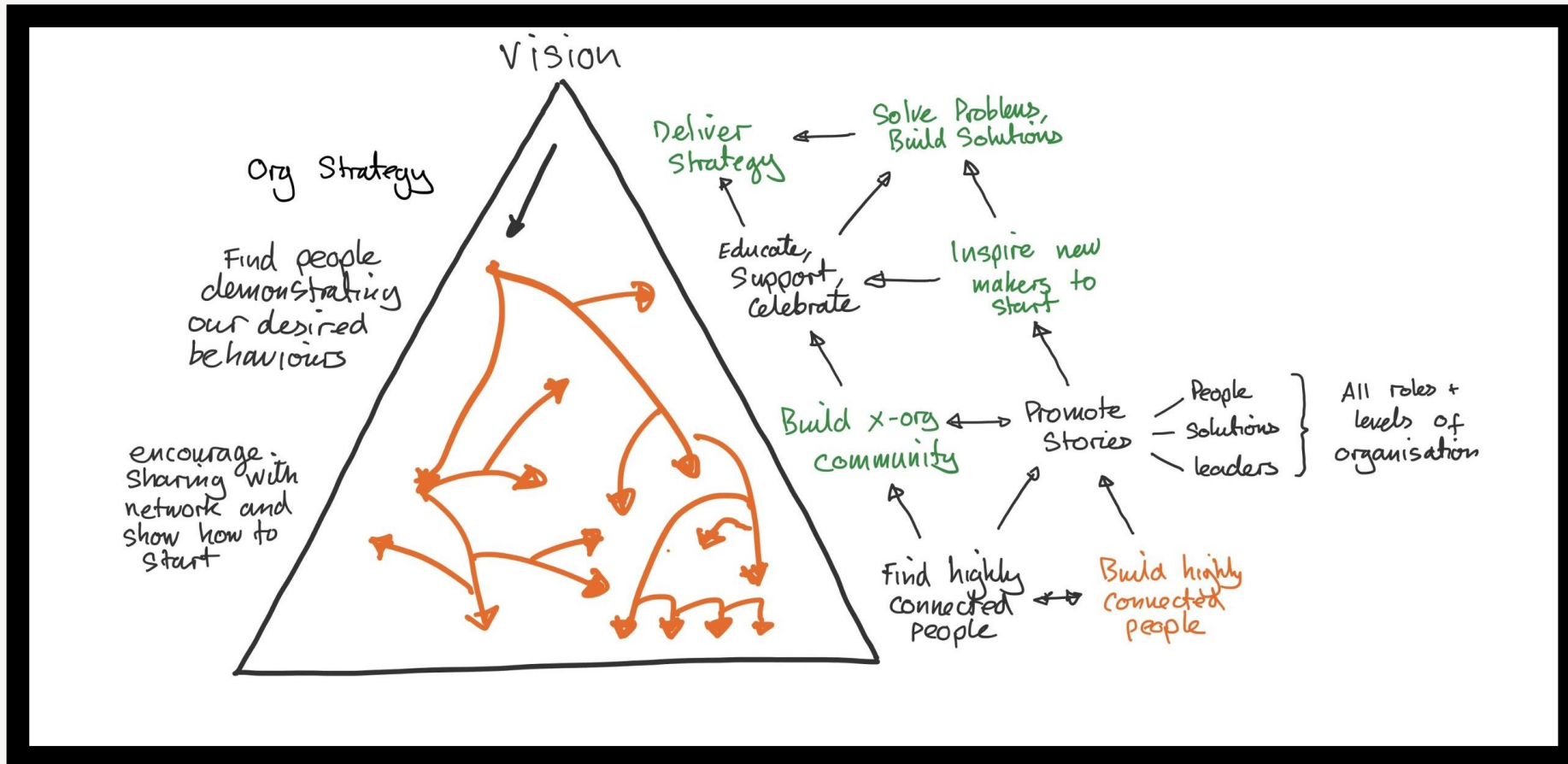
Bottom Up – PULL!

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





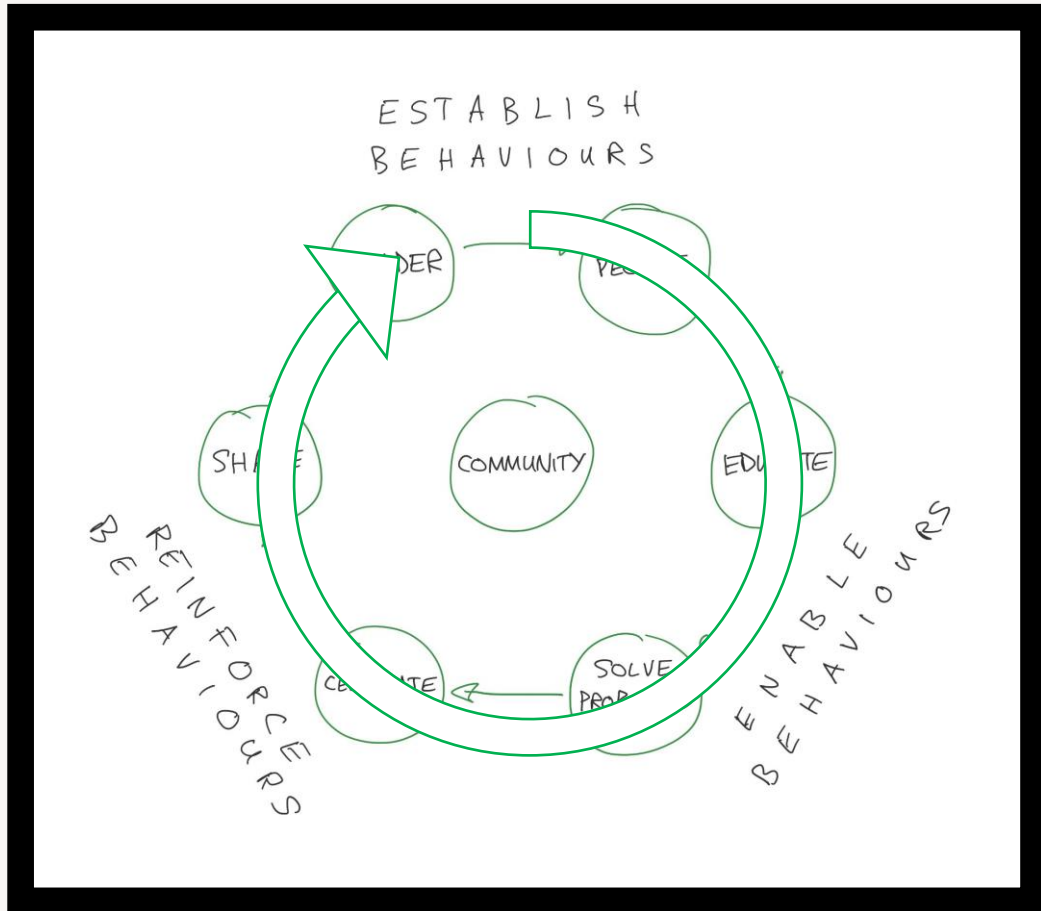
Viral Change*



* "Viral Change" TM ViralChange.com – Dr Leandro Herrera



The Maker Movement





Your Homework!

**Experiment with the Model –
Power Platform? CoPilot? Gen 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!

Thank you! Please provide feedback

- Simon Owen
- <https://empoweryourworld.squarespace.com>
- SimonOwenDigital



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