

APPENDIX

About Team Tipton

(What’s right, not who’s right in the world of work:
www.TeamTipton.com)

Far from being mumbo jumbo or “woo-woo,” focusing on “what’s right, not who’s right” delivers profound benefits and results for organizations. You’ve read about one such example from our portfolio of work—the city and county of Denver—where an employee-led project turned up 300-plus percent more benefit than a top-down, in-your-face approach. Here’s another example from a different client: Aurora Water’s Prairie Waters Project (PWP) (www.teamtipton.com/portfolio_page/aurora-water-prairie-waters-project). The PWP was the project of the year in 2011 for both the American Public Works Association (APWA) and the Project Management Institute (PMI). Coming in on time, on schedule, on quality, and within risk parameters, the PWP saved the ratepayers for Aurora Water more than \$100 million from the original project costs. Certainly there were a number of factors leading to the savings and the formal

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recognition of the PWP. However, *The Guide to Lean Enablers for Managing Engineering Programs*, which was conducted and published by the Joint MIT, PMI, INCOSE Community of Practice on Lean in Program Management* (www.teamtipton.com/wordpress/wp-content/uploads/2017/04/oehm-enetal2012-theguidetoleanenablersformanagingengineeringprograms.pdf), cited the PWP's culture of "what's right, not who's right" as being central to the excellence delivered by the PWP team. (On page 35, the *Guide* says, "The Prairie Waters program reports a culture of 'what's right' and not 'who's right,' emphasizing the fact that everybody's ideas are heard and treated equally, regardless of their position in the organization.")

It's simple, really. When you get a group of talented, skilled, committed professionals focusing on the big picture, a "what's right" vision, they'll come together and do great things. I see it *all* the time. All organizations are in a state of change. Whether navigating a senior leadership transition, refining a mission, improving products, launching a large-scale project, onboarding new employees, or responding

to crises, organizations find there is always a change process under way. Yet while we are all familiar with the saying that “change is the only constant,” very few organizations are equipped with the tools to navigate change smoothly and successfully.

Team Tipton is an extraordinary group of individuals, all of whom operate from the “what’s right” viewpoint. We’ve come together to drive powerful transformational change and have developed three strategic imperatives for our work together:

Values: An organization either stands by its values, or it doesn’t. There’s no middle ground. At Team Tipton, we believe all great leaders want the best for their organizations, their employees, and their communities. We help our clients operate from a values-first perspective that drives cultures of high respect and high performance.

Vision: The research is pretty clear: Nothing motivates us more than working from our strengths. At Team Tipton, we believe that individuals reach their highest potential only if they are motivated by a compelling vision, are invited to contribute their best, and understand why their work matters. It’s

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simple, really—a shared, powerful vision makes all the difference.

Velocity: The world isn't slowing down for anyone. At Team Tipton, we believe our clients need transformational, agile, and high-velocity approaches related to planning for the future, navigating uncertainty, overcoming obstacles, and transforming their workplaces. When this happens, spectacular results are everywhere.

For more than thirty years, I've been using the “what's right, not who's right” model to refine Team Tipton's innovative approach for guiding organizations through future-forward, results-focused transformational change initiatives. With a game-changing approach toward driving strategic growth and positive culture shifts, the Team Tipton model has been successful in sectors that include government agencies, public works, utilities, nonprofits, health care, and education.

We'd love to have the chance to work with you too.