**Scope of Transformation Change Project**

**Develop a wellness program to reduce stress and engender strong cross-divisional collaboration.**

Identify emergent leaders to serve on Drop Everything and Move (DEAM) Team, lead pods, and create excitement around the compelling vision of wellness and collaboration to become a learning organization and increase productivity. The objective is to leverage the wellness needs of the employees via pod challenges to increase cross-divisional socialization, which in turn will positively influence the organizational need for cross-divisional collaboration and harmony.

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**Leadership Initiative**

- Gain buy-in from senior leadership
- Form DEAM Team from employee volunteers and include one member from senior leadership for decision-making
- Team members will serve as pod leaders
- Establish randomly selected cross-divisional challenge pods
- Adopt shared leadership for project success and sustainability

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**Training Initiative**

- Train DEAM Team to lead pods
- As a group, select monthly challenges
- Invite wellness experts to team meetings to teach techniques to team leaders and to staff at Lunch N’ Learns
- Team leaders will share techniques with pods
- Team leaders will report pod feedback to improve DEAM program

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**Learning Organization Initiative**

- Diagnose organizational learning disabilities
- Strive for double-loop learning
- Stop the blame game and shift from *that’s not my job* mindset to become systems thinkers
- Learn from mistakes
- Embed DEAM into the culture, daily routine, and vernacular

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**Communication Initiative**

- Establish a knowledge management system for communicating DEAM program
- Set knowledge expectations and standards for project
- Team leaders are primary source of communication with pods and senior leadership
- Allocate time during workday for pods