The Status Quo

Learning outcomes:

- Question and change the status quo in the workplace.
- Identify the root causes of problems or workplace challenges.

What you will need:

- Handout 21 – Identifying opportunities for change
- **"Root Cause"** activity cards
- Blank flipchart paper and pens

Content and suggested timings:

Introduction	5 min
The importance of questioning the status quo	5 min
Identifying opportunities for change	20 min
Identifying the root cause of a problem or workplace challenge	30 min
Total duration:	**60 mins**

Introduction

As we continue to learn about independent thinking one theme that continually emerges is that of the importance of seeing things with fresh eyes, looking for opportunities for change or innovation, and challenging the status quo.

There are many business reasons for this but essentially:

If you don't change (as a business), you will eventually fail.

What we often find though is that 99% of employees believe that challenging the status quo, identifying new opportunities and driving change is the responsibility of the leaders of the organisation.

Unfortunately, this cannot be the case as the reality is that no leaders will ever have the time or opportunity to see all that needs changing. Instead it is the employee who is best placed to identify the paperwork that is unnecessarily duplicated, the employee who hears about new software that will provide an efficient communications link between different offices, the employee who sees that colleagues are unhappy about the lack of a career planning process.

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