



The Power of Adaptation: **Mindset** Over **Method**

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QUOTE



**"People don't resist change.
They resist being changed."**

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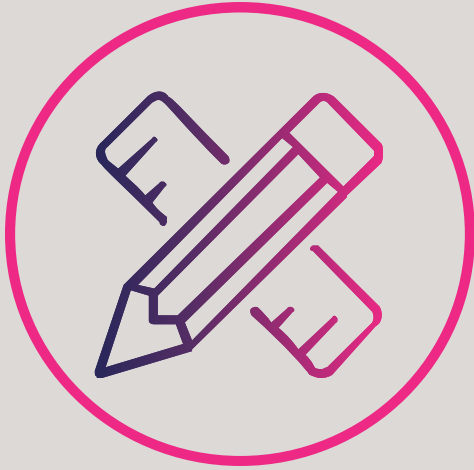
MINDSET VS METHOD: WAYS TO ADAPT

1 Physical
METHOD



2 Psychological
MINDSET

MINDSET VS METHOD: METHOD



Tools

- Macros
- Program Languages
- Documentation



Standards

- SDTM
- ADaM
- Define-XML



Methodologies

- SCRUM
- Extreme Programming
- Waterfall

MINDSET VS METHOD: MINDSET



METHOD VS MINDSET



BAD METHOD + BAD MINDSET = FAILURE

METHOD VS MINDSET



GOOD METHOD + BAD MINDSET = NOT EFFECTIVE

METHOD VS MINDSET



BAD METHOD + GOOD MINDSET = FIXED METHOD

METHOD VS MINDSET



GOOD METHOD + GOOD MINDSET = SUCCESS

RESISTANCE TO CHANGE: COMMON REACTIONS

**"It's not broken,
why fix it"**

"Why R – SAS works"

**"I don't have
time for this"**

**"It will not be
effective"**

"Do I have to"

**"I spent years
mastering this"**



RESISTANCE TO CHANGE: WHY



Fear the Unknown

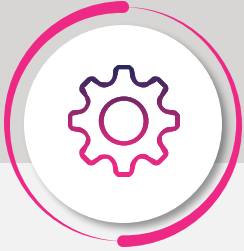
Fear of Failure

Loss of Expertise

Disrupt Productivity

Uncomfortable

CASE STUDY: ADOPTION TO A NEW METHOD



SETUP

- SCRUM:
 - Sprint
- Sprint:
 - 2 weeks duration
 - Daily meeting
 - Tasks given daily
 - Scope of work



TASK & RESULTS

- Transition from waterfall
- Remote and office programmers
- Different time zones
- Regular evaluations
- 3 months: Slow start
- 3 months: Retrain
- 9 months: Positive results

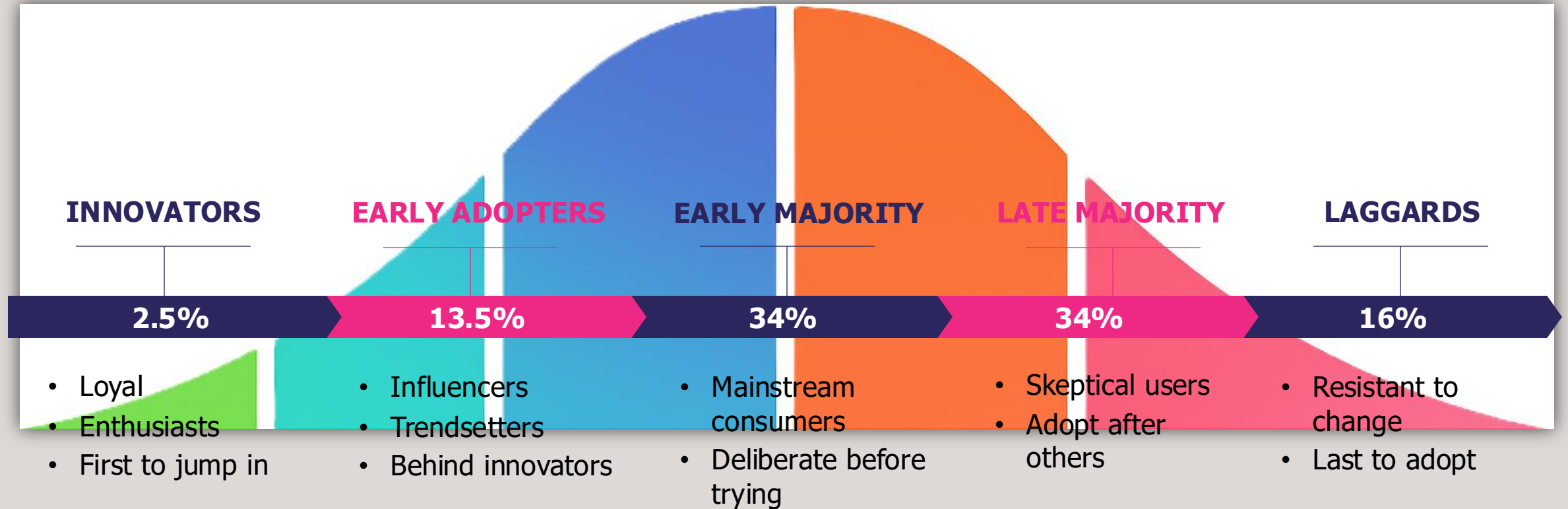


EVALUATIONS

- Improvements
 - Micromanaged
 - Stressed out
 - Not understanding
 - Work move too fast
- Success
 - Clear assignment
 - Less emails
 - Faster completion

Conclusion: Proper training and positive mindsets changed the outcome of the method

ADOPTION CATEGORIES



FOUNDATION OF A GROWING MINDSET

01 INDIVIDUAL

- Personal beliefs
- Behavior
- Skill set



LEADERSHIP 02

- Work environment
- Projects
- Skill set



FOSTER MINDSET - INDIVIDUAL



Love to Learn

- Seek new knowledge
- Reflect on experience



Learn to Unlearn

- Discard outdated knowledge
- Update your toolbox
- Stay relevant



Become an Explorer

- Cultivate curiosity
- Meet new people
- Try new things



Embrace Empathy

- Open minded to other's perspective
- Practice self-awareness



Positive Attitude

- Be proactive
- Can-do mentality
- Awareness

FOSTER MINDSET - LEADERSHIP

Encourage Participation

- Change of decisions
- Junior/Senior



Promote Collaborative Learning

- Collaborate performance goals
- Team innovation projects
- Group evaluations

Explain Benefits of Change

- Why it is needed
- Promote as an opportunity rather than a duty
- Encourage feedback



Recognize and reward

- Praise for effort, not just outcome
- Recognise small success

CONCLUSION

**FIXED
MINDSET**



**GROWTH
MINDSET**

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Thank You

