



futurebuilders



Developing
organizations
of the future

Lisa Carlin | Founder of the FutureBuilders OD Hive

www.futurebuildersgroup.com



Lisa Carlin

Hi, I'm Lisa Carlin, Founder of the OD Hive.

As a scaleup mentor, I work with ambitious digital leaders to turbo-charge their business growth and digital transformation. When stakes are high, every decision counts. You don't get a second chance. Those working with me have an independent sounding board and expert advice so they have **absolute confidence they will achieve their goal.**

The average failure rate for transformation is around 70% according to McKinsey research. In contrast, In contrast, I have designed and delivered around 50 transformation programs, with just a 4% failure rate. Both failed projects were abruptly terminated due to a CEO or responsible executive being replaced.

My early career was with Accenture in South Africa and McKinsey in the USA. I've since worked with global multinationals, Australian corporates, government and NFP's through to startups. Most of my work is now with B2B SaaS businesses and professional innovators.

I'm Co-Founder and Director of FutureBuilders. I've been running a mastermind community since 2020 for change makers, organizational development practitioners and transformation specialists.

I look forward to welcoming you personally to be part of the magic and turbo charge your business goals.

Lisa

Facts

Strategy and transformation research consistently identify high failure rates:

- "Half of change initiatives fail, and only 34% are a clear success." (Gartner website)
- "70% of change programs fail to achieve their goals, largely due to employee resistance and lack of management support" (McKinsey 2015, and similar 2019)

Strategy execution failure is directly related to people & culture:

- "A successful strategy execution process is seldom a one-way trickle-down cascade of decisions." (Harvard Business Review, Vermeulen 2017)
- "Culture eats strategy for breakfast" attributed to legendary author Peter Drucker.
- "Based on over 50 years of employee engagement research, Gallup knows that engaged employees produce better business outcomes than other employees... But only 15% of employees worldwide (are) engaged. (Gallup website)
- "Transformations... require enormous energy to realize the necessary degree of change... average companies rarely have the combination of skills, mind-sets, and ongoing commitment needed to pull off a large-scale transformation. (McKinsey 2016)



Overview

The OD Hive is a global Organizational Development Mastermind Community

Communities magnify momentum!

- Access curated leading-edge thinking, discover innovative strategies and tools and explore how you can use them in practice
- Sharpen your skills and stay relevant
- Receive peer mentoring on your own work challenges
- Access a learning sandpit to experiment in a safe space, to turbo-charge your goals
- Build relationships with like-minded transformation professionals from diverse global backgrounds who will support your growth

As an OD Hive Member, you will:

- Belong to a unique group of 20 OD practitioners and transformation specialists
- Participate in stimulating conversations on trending need-to-know topics in the field of digital, business and cultural transformation
- Make sense of the information overload that fills your inbox daily
- Have tools, confidence, motivation, and support to make a more impactful, visible difference in the workplace

Inclusions:

- 1on1 meeting to discuss your goals
- 11 monthly Zoom discussions
- Opportunities for a hot seat - peer mentoring to solve your challenge
- Materials and references on an app
- Input into session topics
- Chance to co-facilitate sessions
- Satisfaction guarantee, refund within first 30 days

Bonus inclusions:

- Free Turbocharge Your Transformation 12 month membership
- Free access to invitation-only events and guest speakers in the FutureBuilders community
- Exclusive discounts available only to OD Hive members for 1on1 mentoring with Lisa Carlin

Membership fees:

\$2,397 USD per annum

(approx \$3,200 AUD plus GST for Australian-based businesses)



What our members say

“Lisa facilitates a group that I prioritise, no matter how busy I am. The topics are relevant, thought provoking and valuable to me and my business. The participants are wise, insightful, smart, intuitive and experienced. Lisa knows how to bring together people for the best peer learning outcomes and sourcing expertise that is invaluable. I love this group!”

Allison Keogh, Facilitator and Coach, Sydney

“Lisa brings together diverse groups ... Her excellent curation of topics and facilitation of these sessions means there is always an opportunity to learn about emerging models and ideas that I may not be aware of or have considered. The peer learning approach makes these sessions highly practical. I look forward to the monthly sessions as I know I will always go away with new perspectives and tools I can apply, as well as feeling more connected to other professionals.”

Nicole Weber, Facilitator and Coach, Australia

“Lisa is a natural connector, bringing people and ideas together. Her learning communities inspire knowledge sharing and experimentation with others who are engaging and masterful in their specialised fields.”

Susanna Carman, Transition Leadership, NSW Australia

“Lisa is an experienced OD professional and a master connector. I have observed this firsthand from participating in her unique learning groups with OD and change management professionals. Lisa is excellent at bringing people together to learn new skills and share expertise in friendly online environments. She is thoughtful about the agendas for each session and makes sure there is something for everyone in the group. I very much appreciate the value of these forums and always leave learning something new!.”

Hannah Berson, Design Thinking Specialist, SALT Collabatory, Seattle USA

Lisa has set up a learning group for the FutureBuilders community that has now been running for a while. The group is carefully selected and the topics are well curated. The focus is all about organisational interventions - how can participants understand and learn innovative approaches to change an organisation's trajectory, improve its performance, build a culture and enhance leadership.

My involvement has been extremely fruitful. I have met interesting people, learned new skills, thought about concepts in different ways - and above all - expanded my understanding about strategy, leadership and organisations.

Dr Norman Chorn, Business Strategist



Lisa Carlin
Founder

FAQs for the OD Hive Mastermind Community



1. How does the community benefit OD and Transformation Specialists?

You will join a live discussion community with the same intact group all year. Members are carefully formed into groups with similar interests, from diverse backgrounds to encourage innovation and diversity. As a result, wonderful professional relationships develop whereby members support each other's growth.

By joining the OD Hive, you will:

- Explore leading edge ideas to sharpen your skills and stay relevant
- Receive peer mentoring on your challenges
- Access a learning sandpit to turbo-charge your goals

2. What is the application process, and how can I be assured of the quality of the group members?

Members have several years of experience working on business change and digital transformation. All members are asked to agree to Group Guidelines and Etiquette, which includes being respectful and generously sharing expertise within the group.

The application process:

- Please join our waitlist if you haven't already, and we will invite you to a trial session when space is available.
- We will ask you to fill out a brief form on your experience and interests in OD. If there is a fit, you will be offered a place and asked to pay the membership fee.
- We will meet you 1on1 on Zoom within your first 14 days. We will discuss your goals from joining the group, your areas of interest and answer your questions. This enables you to get the best from the experience.
- If there is a lack of fit for any reason and/or you change your mind within your first 14 days, your money will be refunded.

3. How do the monthly Group sessions stimulate learning and improve the change impact in my business?

The Group meets monthly via Zoom for 90 minutes, to discuss a specific topic. Sessions are designed as a collaborative, curiosity-driven, inquiry-based learning environment based on social learning theory. Each session is usually led by Lisa Carlin and a co-facilitator. The co-facilitator(s) may be another member from your group and/or another group within the OD Hive, so no session is exactly the same. There are often breakout discussion groups. Sometimes we will send you optional pre-reading, podcasts or youTubes. We understand that group members are busy, so the majority of learning occurs in the sessions. Discussions are biased towards practical implementation and integration with our OD practice.

4. How can I be sure the topics will be valuable?

The list of topics is carefully curated by the OD Hive Chair, Lisa Carlin based on input from you and your group.

This is an enquiry-based group which means the topics evolve, based on the flow of the discussions, the interests of the members, and what is happening in our operating environment. Discussions range from the future world of work, business change, digital transformation and employee engagement. Recent topics include:

- The power of communities to drive change
- AI for OD
- Integrating design thinking into our approach
- Future World of Work update and how to drive EX
- Culture change
- Digital transformation skills
- Building resilience

These topics are a guideline only, it depends on the interest of the member, and the evolving external landscape of disruption.

FAQs for the OD Hive Mastermind Community



5. What happens in a session and how is your enquiry-based social learning approach different?

We follow a completely different approach to traditional learning. Our approach is enquiry-led, social learning. It assumes that each participant in the group has a unique and valuable perspective to share from their own experience. The facilitator(s) provide a succinct amount of content as a stimulus for a discussion, and members contribute their perspective. Together, the members actively contribute, debate and determine the relevance and how it can be applied to their own businesses. The last part of each meeting is a hot seat, where members are invited to share an issue they are working on, and the group brainstorm ideas to solve it.

6. What can group members expect from the facilitators?

- During the session, Lisa and the co-facilitator keep the discussion on track, ensures everyone has a voice, provides insights, and helps members be efficient and effective in mentoring one another.
- Groups will start and finish at the agreed time, showing respect for the members.
- Lisa will only admit members who have suitable interests and experience, and who are prepared to make a commitment to the group to sharing their expertise.
- Lisa fosters an open, warm, authentic and friendly group culture which welcomes a diversity of opinion. There is a respectful and collegial atmosphere, where members feel safe to debate, have fun and sometimes disagree.

7. What is expected of members?

- Members agree to set time aside for one 90 minute Zoom session monthly, and make every effort to attend.
- Members contribute ideas, opinions and advice to others in our sessions in the spirit of generosity and sharing.
- Members agree to abide by Chatham House rules, and will not share information outside the community that relates to specific companies or specific individuals.

8. How does this Group benefit me and my organization more than training courses?

This is an immersive, active experience - completely different to training programs, conferences, or webinars.

Our sessions are designed to cover a range of important themes relevant to the current environment, and we don't just skim the surface. We dive deep into discussions and debate the topics, extracting practical implementation implications that you can take away and apply in your work.

When you feel ready to be in the hot seat, members support you with tailored insights. that you cannot get by attending a training course. Imagine having access to a team of experts who will share their knowledge and experience to help you achieve your goals.

You also have a chance to co-facilitate session, with support and mentoring. This is a rewarding experience that turbo charges your impact, confidence and motivation.



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