



Silver-Brains

Innovation – P=L.M.C[®]

Trainers: Michel Judkiewicz and/or Michel Chalude

You want to

- *Inspire an innovation culture to your organization ;*
- *Facilitate change in project groups, teams and work meetings ;*

We propose the following options

- *Workshops of ½ day, 1 day or more*
- *Conferences*
- *Tailor made training sessions*
- *Train the Trainer sessions*

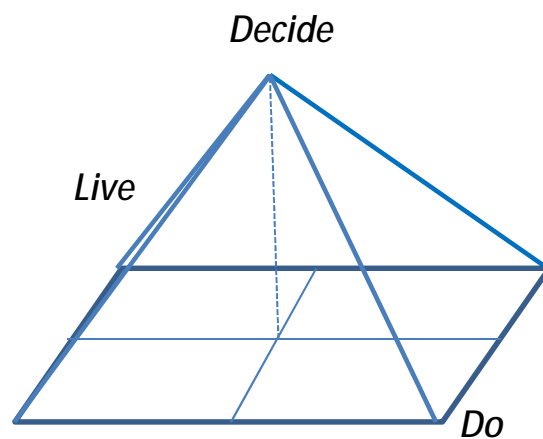
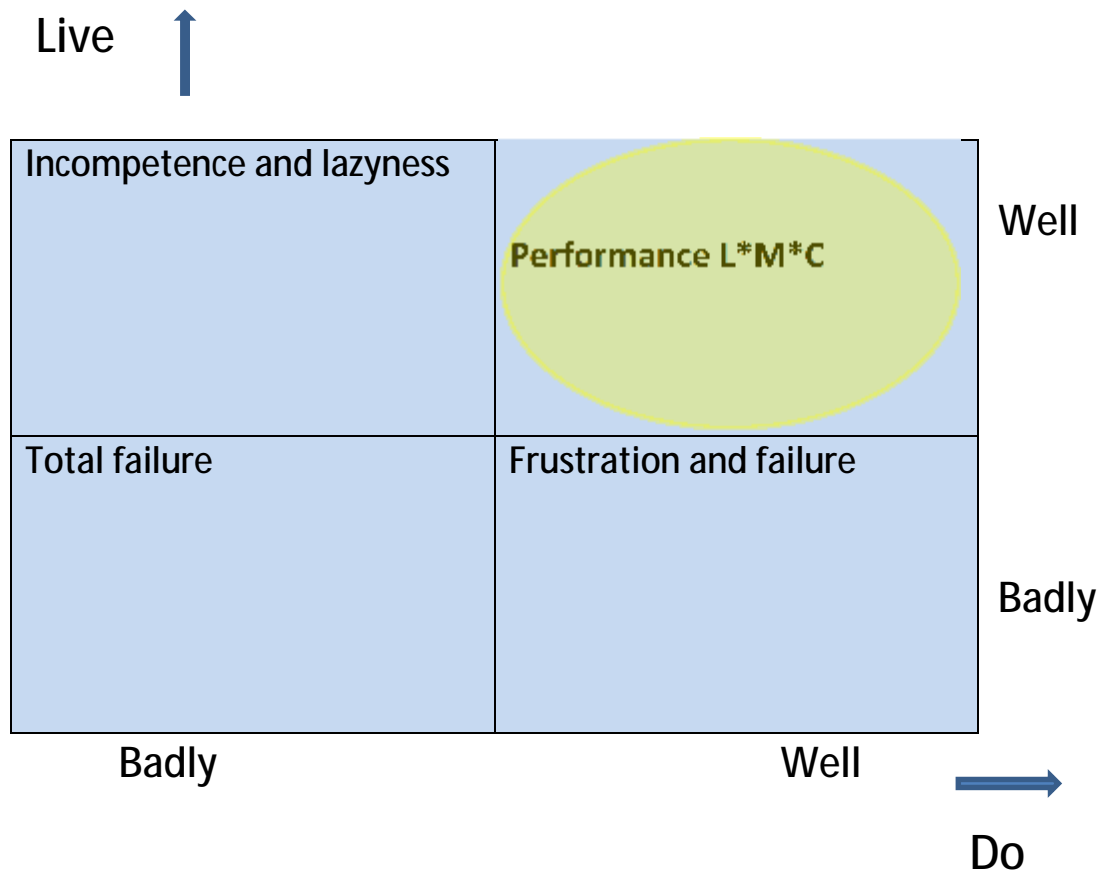
Developed for the people in charge of innovation, the P=LMC[®] model offers a comprehensive approach of how any human system functions (a person, a conversation, a team or a company). It illustrates the continuous development of performance; it stresses the dynamics to be privileged at any given moment and it reveals the mechanisms responsible for resistance to change.

The current document specifies the P=L.M.C[®]method's approach, within the organization.

It is structured as follows:

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Change matrix (©Silver-Brains)



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P=LMC® The continuous development of performance

The innovation trainers work with a number of models, each answering a specific need and geared towards sustainable change.

The originality of the P=LMC® approach consists in the dynamic aspect of the circulation of energy within a system or lack thereof.

P=LMC® in a nutshell

The model tackles the interactions between the three roles ensuring performance when positive and failure in the opposite case.

*L, for Leader, an empowered vision
M, for Manager, control of the situation, and
C, for Coach, human contact and relation*

By tradition and training, the responsible person in charge of innovation spontaneously adopts the M role: data structuring, logical thinking, problem solving, within the Frame of the objectives.

As innovation precisely means to “get out of the Frame”, reinforcing the M role is likely to oppose change.

To ensure continuous performance development, identify weak spots and enable change, a new way of thinking is mandatory: « Think Global, Act Local », which is where P=LMC® comes to use.

The missions

The *LMC*[®] adviser identifies resources and traps of the human system

The *LMC*[®] innovation adviser is busy with the following missions:

- Observe the decision making process
- Understand what is at stake
- Establish an open communication
- Support engagement, responsibility and availability
- Facilitate a common way forward
- Specify the objectives
- Clarify the orientations
- Ensure problem solving
- Track relational or organizational traps
- Spot vicious circles
- Promote performance
- Generate missing resources
- Confront incoherence and ambiguity
- Integrate various ambitions and contradictory motivations
- Learn from failures
- Summarize global state to justify local action
- Plan change actions
- Keep the balance between serenity and going the extra mile
- Reinforce confidence and cooperation

The functions

The *LMC*[®] innovation adviser takes care of the following functions:

- Differentiate the 3 roles L, M and C inherent to any human system
- Identify talents, competences and resources of any group member
- Facilitate complementarity between the team members
- Negotiate the means to reach or exceed the expected results
- Establish milestones
- Spot roles confusion and possible exclusions
- Build on the strong points
- Feed the positive energy circuits
- Transform sterile discussions and vicious circles into virtuous ones (continuous development of performance and work relations)
- Utilize analysis tools as well as planning and control
- Keep up the communication, cooperation and motivation
- Celebrate success!

The P=LMC® model



The model illustrates
 the continuous development
 of performance and work relations
 It integrates the vectors of performance
 that influence or are influenced by
INNOVATION.

In every human system, whether a person, a team or an organization, there are three psychological roles that interact to ensure the continuous development of performance.

Those three roles permanently interact to define 6 vectors :

- LM, Vision
- ML, Management
- MC, Achievement
- CM, Cooperation
- CL, Innovation
- LC, Competition

Using it as a reference model, P=LMC® allows to fully valorize change while leaning on communication and management tools, specific to the group culture.

The trainers

Michel Chalude :

Master in Psychology (Free University of Brussels). Management Consultant, specialized in communication and the development of human potential, Michel Chalude takes care, since 1981 of training executives, managers and commercial force.

He is a certified trainer in Transactional analysis and Process Communication and was among the early adopters of those psychological models to coach executive teams and facilitate change in companies and organizations of all kinds.

Author of the book « Vous et votre projet », devoted to personality development in projects, Michel Chalude has designed an original model for continuous performance and work relations improvement: P=LMC[®]. That approach concerns the acquisition, integration and transmission of the performant vectors coming from Leadership, Management and Coaching. With Michel Judkiewicz, MSc. in Electrical and Mechanical engineering (Ingénieur civil from the Free University of Brussels), he shares the diffusion of the LMC method for innovation

Michel Judkiewicz :

Ingénieur civil, MSc in Electrical and Mechanical Engineering (ULB) and graduated from Insead-Cedep in general management, he has been trained to NVC (Non-Violent Communication), process communication and business mediation.

He is Past Secretary General of EIRMA (European Industrial Research Management Association) and Managing director of Silver-Brains. During his forty years career, Michel Judkiewicz has been in different positions in multinational corporations as well as in SMEs, from research to factory floor, sales, marketing and general management in fields like Chemicals, Process control, IT and has led a parallel academic career (visiting professor at ULB, Solvay Business school in Vietnam, HEC-ULG (Liège) and Management centre Europe (Brussels)).

He has been active in Europe, USA (where he lived for three years) and Asia

He is consulting in innovation, technology transfer, business development and prospective strategy and foresight as well as business mediation, since 1997.

Together with Michel Chalude, he has developed an innovation-centric program for enhancing performance and human potential and relations: Innovation-LMC.

Do you want to know more, contact us at one of the following emails:

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