

# **The Disruption Planning Model**

This Toffler Associates' model was developed as a framework to help organizations identify, analyze and understand the breadth of impact from important external shifts. The model gives them a sense of the relationships, interdependencies and interactions of the disruptors associated with these shifts, which can create multiplier effects and significant secondary disruptions.

Disruptor

Whether there are two or 20 disruptors, the model features seven Planning Dimensions to help assess the impact of each disruptor across an organization. Additionally, the model allows leaders to view the collective effect of all disruptors across a single Planning Dimension and easily identify where impacts are magnified or in conflict.



#### **Society and Markets**

The broad, sweeping changes taking place outside the organization that impact the nature of the workforce and how it interacts with organizations.



### Enterprise Strategy

The big questions about how an organization defines itself related to its products and services, the markets it serves, its differentiators, and its culture.



## Policies and Practices

The formal and informal rules an organization establishes and practices; both those that are documented and the organizational cultural norms that reflect its values.

# Technology

The tools, automation, systems, and data that enable an organization to function, including connections with outside entities.



# People and Team Management



The structures, approaches, and skills of supervisory and management roles that define how people and teams are managed to maximize their productivity and experience.

# Teams

Individuals

The dynamics of how people collaborate within teams and how teams work together across organizations to optimize performance.

The skills, behaviors, and beliefs of the people who are providing labor to an organization and how those

affect their contributions to the organization.

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By understanding the scope of disruption across each planning dimension, organizations have a much broader understanding of the impacts and are better equipped to develop plans that minimize, mitigate, or even avoid, anticipated disruptions.

To see the Disruption Planning Model in action, download our guide, *Navigating the Top 9 Future of Work Disruptors: A Guide to Creating Your Custom Action Plan.* 

**Download the Guide** 

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