

# Surviving Restructure

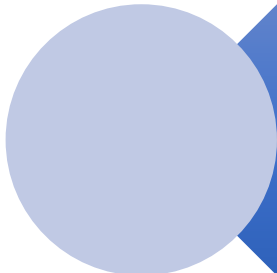
Welcome



# Surviving Restructure - Introductions



Sandra Leek



Catherine Plumridge

# Session objectives and take-aways

Clarity and consensus  
on benefits/strengths  
of the BA role/team

Complete a personal  
view of your career  
position and  
aspirations

Tools for team  
members to use  
SWOT, decision tables  
and vision board



# Surviving restructure – BA team strengths/benefits

Greater innovation/thinking outside the box

Greater trust between business and IT staff

Better collaboration and understanding of goals

More cross-project dependencies identified

Improved customer satisfaction

Quicker delivery of products

# Group discussion 1

- Think about the benefits/strengths of the BA role

Review the document provided and agree a top 5 benefits/strengths – can add to the list with new ideas  
(10 minutes)

Think about weaknesses and threats – and add these to complete a SWOT  
(10 minutes)

Group  
playback  
(5 minutes)



# Personal planning



SWOT



Decision tables



Tips

# A Personal SWOT analysis

## Strengths:

- Experience
  - Variety of business areas
  - Variety of projects
  - Success and failure
  - Solo, team, managing, leading & mentoring
- Location – where I live
- Still had a job

## Weaknesses:

- Didn't want to work for TCS
- Available jobs now!
  - Pay & conditions
- No or limited experience in some local business sectors – Finance, telecoms & utilities
- 3 month notice period

## Opportunities:

- Try something different
  - Business Architecture
  - Different business sector
  - Not being a BA
- Contracting
- My network
- Time to work out what I find interesting
- Work nearer home

## Threats:

- Other candidates
- Me
  - Confidence - age
  - Panic applying for jobs
  - Accepting any job just to move on



# Decision Analysis

Decision Criteria	Ideal	Acceptable	Stretch	Not Acceptable
Commute	Less than 30 mins	Up to 1 hour with flexibility	Exceeds 1 hour with a high level of flexibility.	Exceeds 1 hour with no flexibility
Flexible location	Mix of office and working from home	Office based able to WFH with a strict boundary	Home based 100%	100% in the office
Hours	35 hours per week with flexible start and end times	35 hours with rigid start and end time	35 hours plus with flexible start and end time	40 hours plus with rigid start and end
Salary – total package	Better total compensation package with and increase in salary	Better total compensation package with same basic salary	Same compensation package	Reduced compensation package
Pensions	Final Salary	Similar to M&S scheme	Employer contributes more than basic	Basic employer contributions
Holiday	More than 25 days per year	25 days with option to purchase more	25 days no option to purchase more	Less than 25 days



# Decision Analysis

Decision Criteria	Why
Autonomy	Don't like being micro managed or any hint of it
Sufficient challenge	I'll get bored if there isn't some challenge Not complete chaos How long am I likely to stay with the company Can I do the job
Can I make a difference?	Can I put my skills to work Is there mentoring/coaching opportunities
Are there opportunities if I want them?	If I wanted to could I further my career with this company Also if I didn't want to would there be sufficient projects to keep me interested
First impressions	What are the people like that interview me How do they question me What are the offices like – if I get to see it how are the people working Glassdoor
Social activities	Do they have fun – what do they consider as having fun – would I consider this fun
Community activities	Indicates a caring culture



# My Advice

- ✓ Keep yourself relevant
  - ✓ Take time to reflect
    - ✓ What am I doing now
    - ✓ Where do I want to be
- ✓ Maintaining a profile and your contacts
  - ✓ LinkedIn
  - ✓ Internal network
  - ✓ External network
- ✓ CV – keep it current
  - ✓ Refresh every year when you review your objectives
  - ✓ Have several versions
- ✓ BA Tools / mind-set
- ✓ Research companies
  - ✓ Use real people
  - ✓ Use other media such as Glassdoor wisely

Decision Criteria	Ideal	Acceptable	Stretch	Not Acceptable
Commute	X			
Flexible location	X			
Hours	X			
Salary – total package	X			
Pensions		X		
Holiday		X		



# Group discussion 2 – Focus on you

- Focus on you!

Individual SWOT on own situation a ideas  
(15 minutes)

Group discussion on individual SWOT  
(5 minutes)

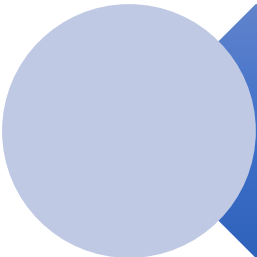
Group playback  
(5 minutes)



# Longer term plans – vision board



First rule of vision boards  
– there are no rules



Wholly visual – use of  
pictures

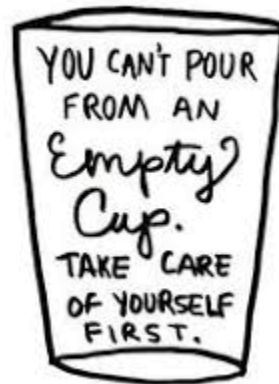


Personal goal setting

# Sandra's Vision Board



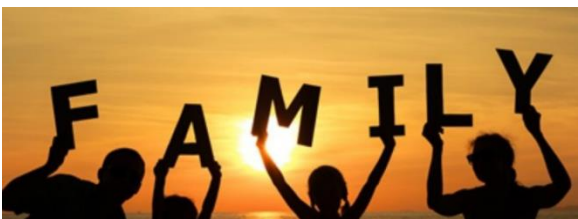
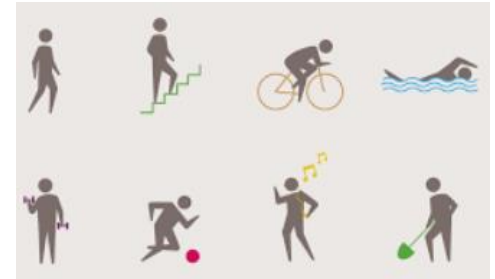
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# Catherine's Vision Board



Working from home Flexible working Working from home  
Staggered hours Staggered hours  
Annualised hours Annualised hours  
Working from home Annualised hours  
Part time Part time  
Staggered hours Job sharing Compressed hours  
Job sharing Compressed hours  
Phased retirement Phased retirement  
Job sharing Job sharing  
Flexitime Annualised hours Flexible working  
Annualised hours Part time  
Job sharing Part time  
Flexible working Part time  
Flexible working Part time  
Staggered hours Part time  
Compressed hours Part time  
Flexitime Flexible working Staggered hours  
Flexible working Flexitime  
Part time Part time  
Working from home Working from home  
Flexitime Flexible working  
Job sharing Staggered hours  
Staggered hours Compressed hours  
Compressed hours Phased retirement  
Annualised hours Annualised hours



# Group discussion 3

Start your own  
vision board and  
discuss on table  
(15 minutes)

# Summary and take-aways

Clarity and consensus  
on benefits/strengths  
of the BA role/team



Complete a personal  
view of your career  
position and  
aspirations



Tools for team  
members to use  
SWOT, decision tables  
and vision board



**Generally get  
excited about  
the future**

