

INNOVATION TOOL – Collusion Questions

The Collusion of Mediocrity

The Collusion of Mediocrity¹ is a concept developed by the internationally acclaimed change facilitator Paul Levy². The background for the concept is that there is an often unspoken agreement to avoid discomfort through avoidance of real honesty and challenge – the result is mediocrity – something less than was there in potential. In organisational life, this collusion is almost always kicking in.

The tell-tale signs of a level 4 collusion are that the momentum has been created to make the necessary changes, e.g. by initiating an innovation project, but since there is inadequate follow through, things soon revert to their original state.

This tool³ will enable you to break the so-called level 4 collusion, by answering 5 questions, designed to minimise the risk that your project will revert and fade.

Once you have worked through this tool, consider the following as a final quality check:

- Do you have good & solid answers to all 5 questions?
- If not, is it possible to substantiate and validate your answers?
- If you have good answers for at least 4 out of 5 questions, the chance of project survival beyond the initial euphoric kick-off stage will increase.
- *If your answers to these 5 collusion questions are dishonest or not substantiated, you should reconsider whether you should do the project at all!*

1. **CONSEQUENCES:** What are the consequences (both formal and informal) if this project – *after* it has been accepted – is NOT implemented?

If this project is NOT implemented, it will have the following adverse consequences:
1.
2.
3.

¹ <https://rationalmadness.wordpress.com/treasures/the-collusion-of-mediocrity-the-e-book/>

² <http://www.cats3000.net/paullevy.html>

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2. **STAYING ALIVE:** What do you plan to do that will prevent the project from dying immediately after birth – returning the situation to *status quo*?

This is what needs to be done to keep the project alive:
1.
2.
3.

3. **CHAMPIONS:** Who are the champions that have the power and influence to make this project happen? *Who* must you address – and *how* should they be addressed?

These champions have influence and must be addressed:		
Champion	Champion's Influence	What should be done
1.		
2.		
3.		

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4. **STAKEHOLDERS:** Who are your stakeholders – and how will you get their commitment to go all in to implement this project:

These stakeholders must be committed to implement this project:		
Stakeholder	Stakeholders interest	Do this to get commitment
1.		
2.		
3.		

5. **STEALTH ASSASINATORS:** Who could stall, delay, block, or even kill this project – and what are your steps to address this?

These individuals may block or kill the project:		
Project Killer	Reasons for resistance	My steps to beat resistance
1.		
2.		
3.		