

Increasing Organisation Effectiveness

“This truly is a masterpiece.”
- Takada San, General Manager, Toyota

If you feel like your organisation is running to stand still, you aren't alone. Most organisations are trapped in a cycle of managing the status quo, anchored by the hope that continuing their current approach will somehow build a bright future. It doesn't have to be like this.

“The team at the top of the mountain didn't just fall there (and continue to stay there by luck)”

Organisations that are leaders in their field work differently. They have:

- **Clarity of Vision:** A shared understanding of their vision and "what good looks like" across the company when it's achieved
- **Visionary Leadership and Momentum:** The ability to develop vision at all levels and respond with pace to market changes
- **A Common Language:** Common tools for improving organisation effectiveness understood and used at every level of the organisation
- **Practical Transformation:** The knowledge and skills to apply tangible tools to their real-world problems and goals
- **Customer-Centric Focus:** The ability to break down silos to align cross-functional relationships with actual customer expectations
- **Cultural Alignment:** The skills to shift the attitudes and behaviours of their team members in line with the company vision and values
- **Operational Excellence:** The ability to see the company in terms of its processes and redesign them for maximum efficiency

We've worked closely with some of the world's leading organisations and developed Increasing Organisation Effectiveness (IOE) based on our in depth understanding of their organisation and leadership development processes.

“Working with Opsis and attending IOE changed my life. It gave me the tools I needed to transform the company”

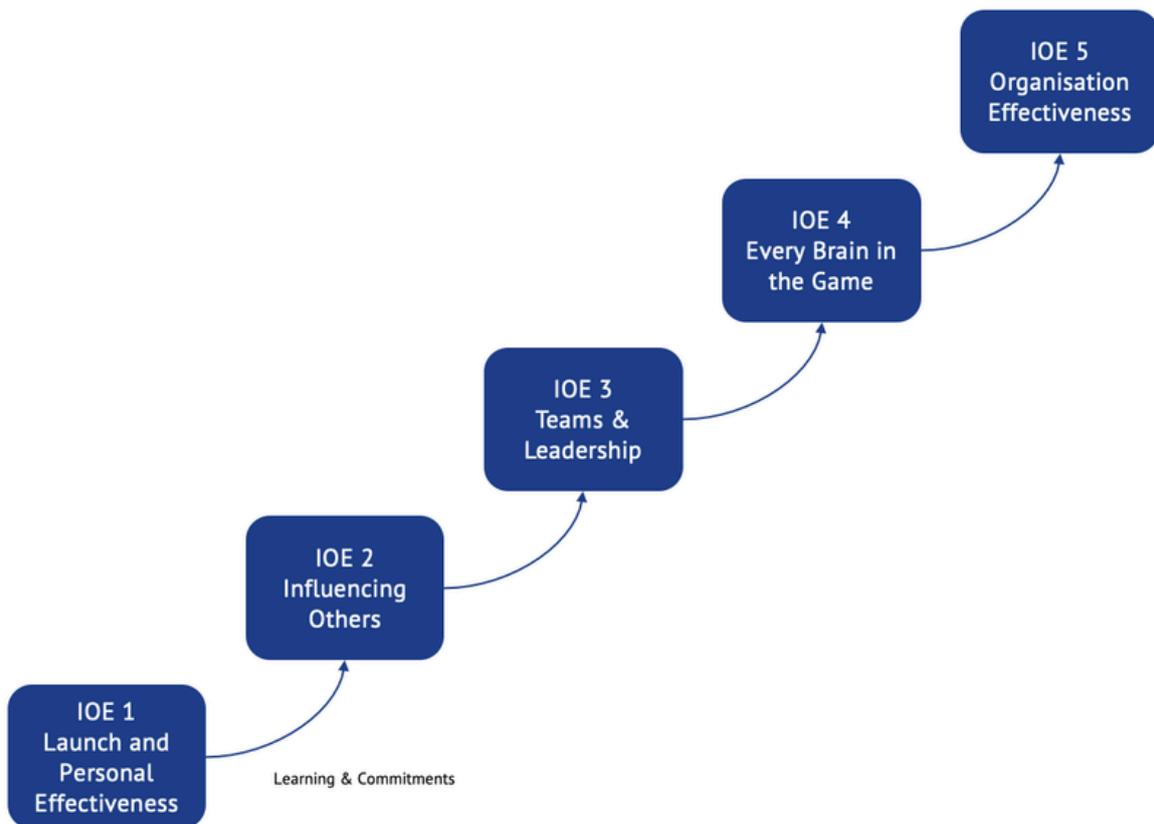
The Increasing Organisation Effectiveness Roadmap

We developed IOE to introduce leaders to the tools and approaches used by those organisations. Together, we apply them directly to your transformation goals and challenges. IOE also sends a “wake-up call” to your leaders(!)

We typically complete the following steps over an 18-month period:

- **Project Launch Meeting:** We agree scope, purpose, objectives, timescales, project team and budget
- **Data Collection:** We typically interview a cross section of employees from the organisation to establish a clear start point for the project and priorities to work on during workshops. This is blended with any existing information e.g. climate surveys
- **Module 1 - Launch and Individual Effectiveness:** We focus on the change process, personal awareness, and establishing forward momentum into the project
- **Module 2 - Influencing Others:** We focus on aligning cross-functional relationships and customer-supplier expectations, and applying problem solving tools to company projects identified in our data collection
- **Module 3 - Leadership and High Performance Teams:** We introduce global best practice models for leadership, teamwork and how to transition teams toward high performance
- **Module 4 - Every Brain in the Game:** We focus on empowerment, how to increase team productivity and using a coaching process to solve performance problems
- **Module 5 - Developing High Performance Organisations:** We focus on understanding and applying Open Systems Thinking and how to develop the organisation in a structured manner

“I've done a lot of management type training and no one else does it the way Opsis does. It's very much action learning. The tools and techniques are very powerful, but they're also very simple, people at all levels in the business get it, and get it very quickly”



All change begins with a conversation.
To learn more, contact info@opsisconsulting.com