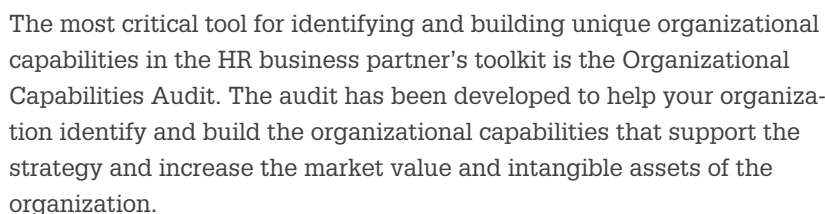


ORGANIZATIONAL CAPABILITIES

We are good at creating and enforcing standards that lead to high performance and execution



CASE STUDY | CAPABILITIES THAT DRIVE RESULTS

Business Challenge

The HR Department of a leading global pharma firm engaged RBL to assist in redesigning the HR Organisation. The challenge: to better align HR with the growth that the company had achieved through a combination of acquisition and R&D success in the development of new products for new markets.

Solution

The organization capability audit was a key element of the design process. Through a collaborative design methodology, HR leaders were able to engage senior management in a dialogue about strategic priorities, and pinpoint the capabilities that were crucial to the company's strategic growth requirements.

Results

The design process for the new HR organization produced both a well aligned HR function and has significantly increased senior management's reliance on HR, and confidence in HR's focus, priorities, and ability to execute. HR has since established itself as a true business partner.

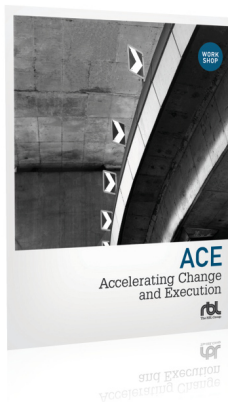
RELATED OFFERINGS

Facilitated Strategic Alignment Sessions

Our experienced facilitators can help give more in-depth understanding of the results of the Organizational Capabilities Audit, and assist in identifying the capabilities that will strengthen the organization's intangible investments, and build or protect market value in our half- and one-day strategic alignment sessions

Accelerating Change and Execution

In these one-, two-, or four-day skill-building workshops, participants implement the organizational capabilities by applying tested practices to an immediate change effort while getting grounding in the basic elements of a repeatable change process.



HR Transformation

The newest offering from The RBL Group library, this book emphasizes the practical organizational changes that are required to bring HR departments to their most effective level. Focusing on aligning outcomes, practices, and people to current business conditions, the authors present principles and tools for how to design and deliver an HR Transformation.



FOR MORE INFORMATION

For further information about the Organizational Capabilities Audit, please call us at **801.373.4238** or email us at **sales@rbl.net**