Assessing Your Organization for High Performance

Summary

360Solutions

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All Organizations are Perfectly Designed To Get the Results They Get:

By attending this program, you will learn a model that reduces the vast complexity of your organization to the seven key elements that account for its success. These seven elements enable you to diagnose how your organization is currently functioning and to know where and how to make improvements.

Structure and Format:

- Learn a model for understanding your organization.
- Do a comprehensive assessment of the current performance of your organization.
- Benchmark your organization in relation to others within your community/industry.
- Develop a shared understanding of your greatest strengths and weaknesses.
- Target and prioritize the top opportunities for change.
- Develop detailed improvement plans.

What You Will Gain:

- Learn the meaning of one of the seven elements of an organization's performance.
- Divide into small groups to assess your organization's performance on this element.
- Get back together and share your findings with the larger group.
- Summarize and identify key learning opportunities.

The program can be delivered in a modularized format (2 1/2-to-3 hour sessions spaced over time) or in a 2 to 2 1/2-day format.

It usually involves not only the leaders of the organization but also other key people representing a cross-section of all employees.

The Transformation Model

- Define "organization assessment" and understand its purpose.
- Learn the basic principles of open systems.
- Learn the purpose and uses of the Transformation Model.

Current Results

- Review and discuss the current financial/cost structure of the organization.
- Summarize your organization's key result areas and performance.
- Assess the adequacy of your current resources.

Business Environment

- Review current market conditions and key competitors.
- Identify key customers, key stakeholders and their expectations.
- Evaluate current market conditions affecting your organization.
- Review the strengths and weaknesses of key competitors.

Current Strategy

- Define business strategy and core ideology and learn their importance.
- Analyze the elements of business strategy within your organization.
- Analyze the elements of core ideology within your organization.
- Report findings and draw conclusions about your current business strategy and core ideology.

Core Process

- Learn the elements of simple core process mapping.
- Map the macro core process of your organization.
- Identify process variances and key variances related to your organization's core process.
- Determine the efficiency of your core process and identify the biggest process issues to be addressed.
- Describe and analyze the computer information delivery system supporting your core process.

Structure

- Analyze the nature and rationale of your current hierarchical structure.
- Examine management, worker, team and support group roles.
- Identify how you are currently grouped and why (functions, departments, team, etc.).
- Identify how organizational units are currently linked and why.
- Develop a pictograph of how your organization really works.
- Summarize key learnings and critical structure issues to address.

Systems

- Learn about coordination and development systems.
- Verify how each system is currently working.
- Identify strengths and weaknesses of coordination systems.
- Identity strengths and weaknesses of development systems.

Culture

- Survey the basic work culture and general morale in your organization.
- Assess current job satisfaction.
- Identify common management and worker attitudes, practices and beliefs.
- Identify organizational norms around collaboration and performance.
- Identify strengths and weaknesses, and key culture learnings and challenges.

Opportunity and Plans

- Summarize key issues from modules 2 through 8.
- Identify organization strengths, weaknesses and alignment issues.
- Identify biggest opportunities/ issues to address.
- Develop a list of change initiatives.
- Create a sequenced initiatives time line.
- Learn how to set up and manage project teams.

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