# **Increasing Organizational Effectiveness**

# **Strategic Change Implementation**

"Elements for Creating and Sustaining Organizational Renewal"



## Strategic Alignment (Senior Management)

- > Assess Current Reality vs. **Desired Results**
- Organization Structure **Human Assets**
- > Define Specific Needs
- > Vision, Mission, Values
- > Strategic Action Plan



# Performance Management (Management & Supervisory)

- > Behavior Evaluation Individual
  - Team & Organization
- > Developmental Feedback

- > Performance Planning
- > Mission, Goal Results
- > Recognition & Reward

#### Create Environment for Change (All Employees)

- > Change Management Tools
- > Self-Accountability
- > Values, Beliefs, Attitudes
- > Personal Emplowerment
- > Personal Leadership



### Leadership & Coaching (Management & Supervisory)

- > Removing Barriers
- > Letting Go & Empowering Others
- > New Roles & Behaviors
- > Facilitating Change
- > Vision, Mission Implementation



### **Building Team Relationships** (All Employees)

- > Communication & Trust
- > Consensus & Collaboration
- > Diversity as Strength
- > Team Vision, Purpose, and Shared Values
- > Team Accountability, Goals, & Action

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