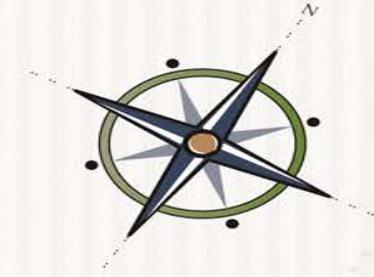


***Organizational Excellence Specialists***



# Formula for Success

Fixed Price Packages

Applicable to any size and type of organization



Using a tried and true approach, we leverage proven best management practices and leading edge technology to help you implement a solid management system, develop a culture committed to excellence and achieve exceptional results across a balanced system of measurement.

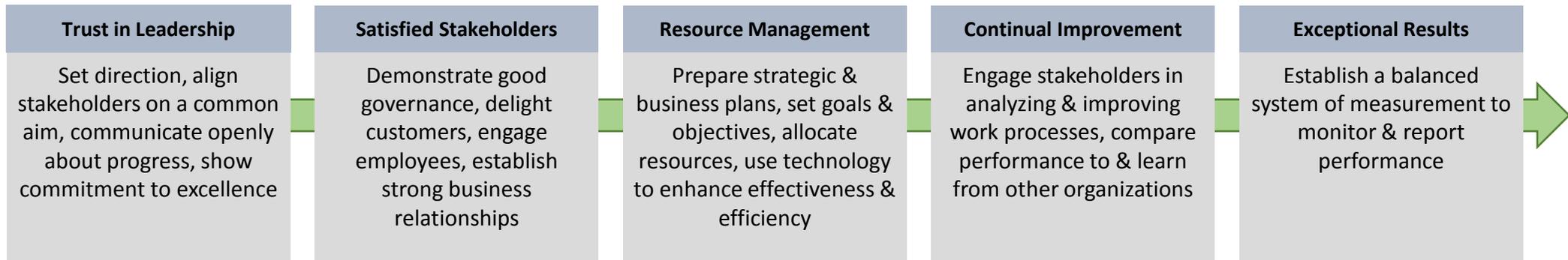
## 1.0 Description

In today's marketplace it is imperative for organizations to have a management system that will deliver sustainable results and allow the organization to adapt to changing circumstances. Over 20 years of global research and success stories have validated the positive relationship between implementing the best management practices common to high performing organizations and achieving exceptional results across a balanced system of measurement.

**Through a high-impact 5+ week engagement, we can help you:**

1. Train your employees
2. Assess your organization against these best management practices
3. Develop an action-oriented improvement plan to address gaps
4. Provide assistance with implementation

**Business Benefits :** This service can help you establish a platform for long term organizational success that is applicable to any size and type of organization at any stage of the business life cycle.



## 2.0 Pricing

<b>Tier 1</b>	<b>1 - 25 Employees</b>	<b>\$2500</b>
<b>Tier 2</b>	<b>26 - 100 Employees</b>	<b>\$5000</b>
<b>Tier 3</b>	<b>101 – 999 Employees</b>	<b>\$7500</b>
<b>Tier 4</b>	<b>1000+ Employees</b>	<b>\$10000</b>

Each tier includes fees for: an online overview presentation, OEF 1000 online interactive workshop (limit 25 participants), online assessment and improvement plan, online report summary presentation and a varying amount of online implementation assistance:

- Tier 1 - 2.5 hours
- Tier 2 - 10 hours
- Tier 3 - 20 hours
- Tier 4 - 30 hours

Implementation assistance can take any form or combination of training, coaching and/or consulting assistance.

Should travel be required, all out-of-pocket expenses will be additional and charged at cost.

### 3.0 Situation

You are wanting to improve the performance of your organization so that it is more efficient and effective, remains competitive and is able to sustain continually improving results across a balanced system of measurement:

Management System	Alignment	Performance Measurement	Employer of Choice	Reputation
You need to assess your organization against best management practices & see how you measure up	You need to ensure all work is aligned with the mission & vision so stakeholders work toward a common aim & add value	You need to establish a measurement system that will help monitor progress, make decisions & identify where to focus effort	You want to ensure your organization attracts & retains good people and harnesses their knowledge, skill, talent & creativity	You want to be recognized as a model of good practice in your industry sector & your community

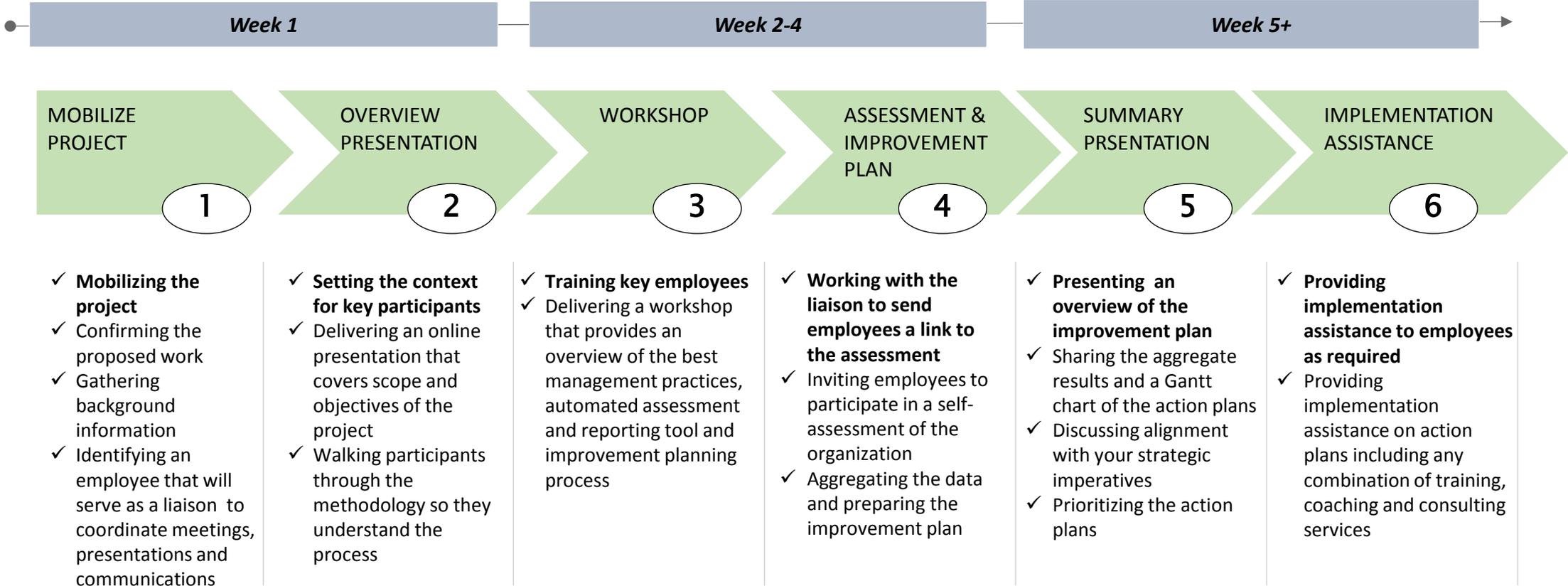
**Does any of the above apply to you?**

**Cost of Non-Value Adding Activity:** Did you know that 32% of payroll in small and medium size organizations is spent on activities that do not add value? Non-value adding activities include duplication, errors, rework, waste, sources of employee or customer dissatisfaction and engaging in undertakings that do not align with the vision or mission. Using best management practices common to high performing organizations, engaging employees in improvement initiatives and benchmarking with others are strategic imperatives for organizations that wish to improve, remain competitive and sustain results.

**How we can help?** Leveraging these best management practices, our accompanying toolkit and the services of licensed professionals can help your organization address gaps in a simple, straightforward, cost effective and time efficient manner. Our automated assessment and reporting system saves time and money so professionals can spend time with you on higher level activities such as strategy, recommendations and implementation assistance.

# 4.0 Approach

We leverage validated best management practices, a leading edge toolkit and seasoned professionals to train employees, assess your organization and deliver an action-oriented improvement plan to address gaps. We engage and enable your team in the process and capture valuable insights in an easy-to-read, visual report with action plans and implementation guidelines. We remain available to support your team as required with training, coaching and consulting services.

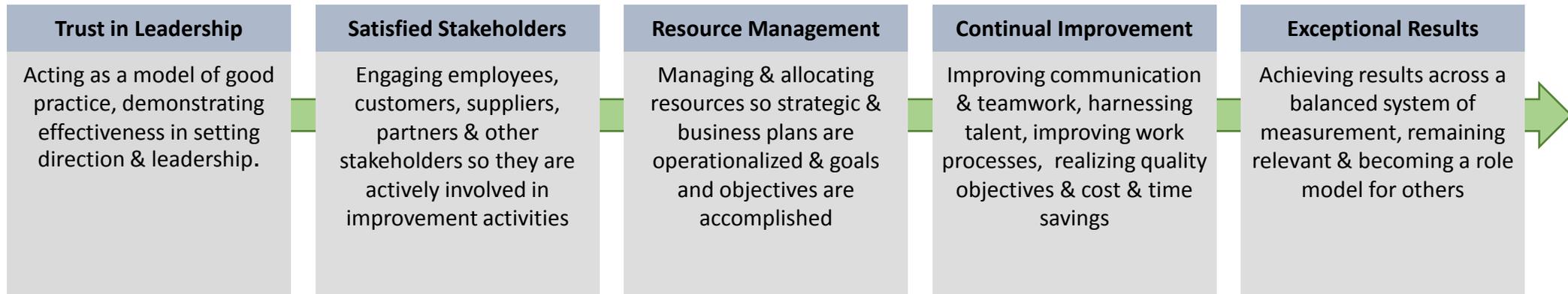


## 5.0 Value

Through this high-impact rapid 5+ week engagement, we can help you:

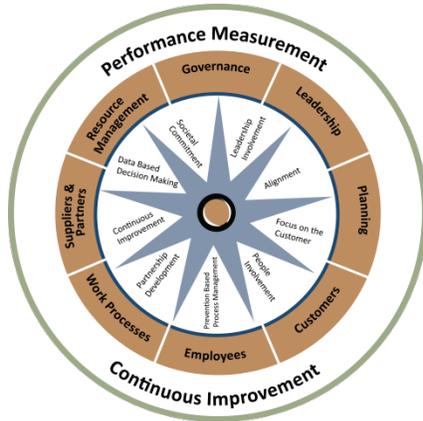
1. Train key employees
2. Use an automated assessment and reporting tool to assess your organization
3. Provide an action-oriented improvement plan to address gaps
4. Provide implementation support as required

This service can help you develop a platform of long term organizational success and achieve exceptional results.



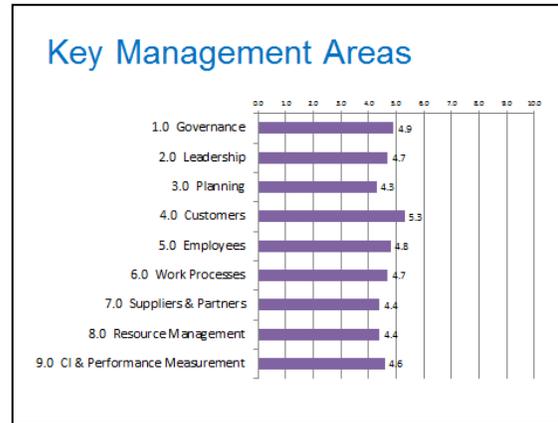
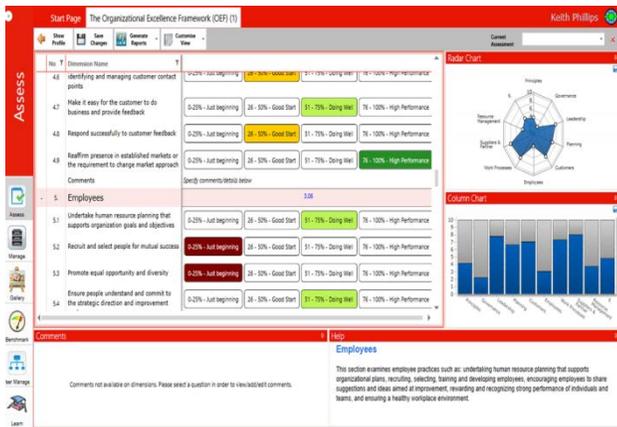
## 6.0 Key Outputs

**6.1 Overview Presentation:** We provide a high level overview of the project so that leadership and management understands the intent of the project, the assessment and improvement planning methodology and our role in providing implementation assistance. After the presentation, leadership identifies key employees that will be included in the online workshop (limit of 24 employees).



**6.2 Workshop:** We provide a good cross-section of employees with: a high level overview of the global research that validates the best management practices, the best management practices included in the assessment and success stories of comparable organizations. Participants learn about the rating scale and technological platform that will be used and the session concludes with a walk through the improvement planning methodology and a description of implementation assistance.

**6.3 Assessment and Improvement Plan:** Employees that have been trained are asked to provide an overview of the workshop for the other employees. All employees are invited to participate in the assessment of the organization. The employees are provided a link to the automated assessment and reporting tool and provide their confidential ratings and open-ended comments. The improvement plan is generated and summarizes the aggregate ratings, open ended comments and individual action plans for each low rated practice. Each action plan identifies the practice and provides implementation guidelines and leaves open spaces to delegate responsibility, assign timing, determine measurement method and estimate out-of-pocket costs.



**6.4 Summary Presentation -** We summarize the improvement plan in a high level presentation and Gantt chart and engage leadership in a discussion about priorities given the strategic imperatives of the organization. Leadership works with management and staff to complete the open spaces and assign employee(s) to each action plan.

**6.5 Implementation Support:** We remain available to assist employees with the action plans as appropriate. In some instances there will be a need for training and in other instances there will be a requirement to provide coaching or consulting services.

## 7.0 Resources

This service leverages the Organizational Excellence Framework (Dawn Ringrose © 2010) toolkit that includes: a publication, holistic workshops for micro size and larger size organizations, modular workshops for nine key management areas, an automated assessment and reporting tool and a train-the-trainer program. Implementation assistance is provided by licensed professionals.

The tools in the toolkit have been used with organizations around the world and professionals have been trained in over 20 countries. The workshops have received an overall satisfaction rating of 93% and the automated assessment and reporting tool is currently being used to conduct the “First Global Assessment on the Current State of Organizational Excellence’ that will allow organizations to benchmark with others by size, industry sector and region.

## 8.0 Contact

<http://organizacionalexcellencespecialists.ca/contact-us/>