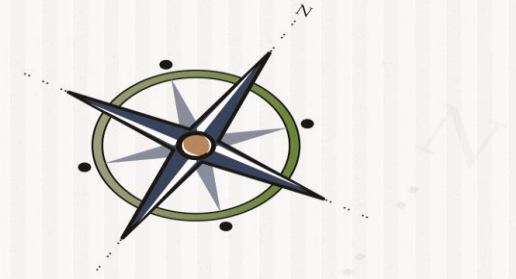


Organizational Excellence Specialists



Formula for Success

Fixed Price Packages

Applicable to any size and type of organization



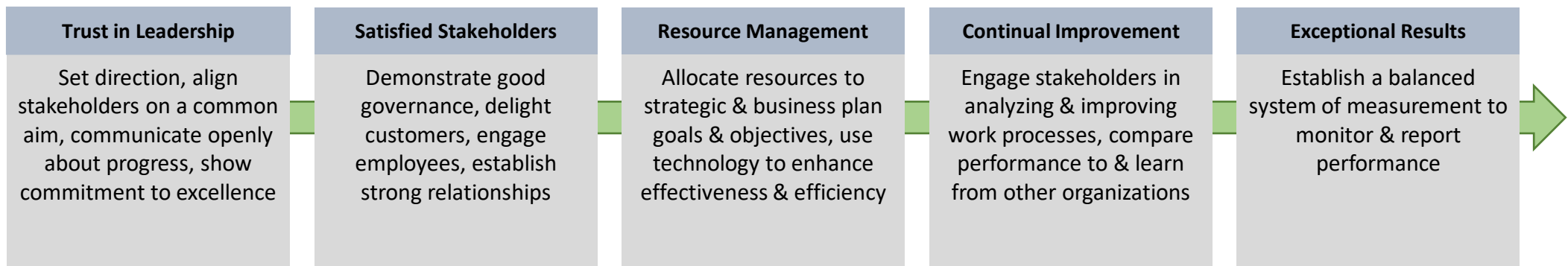
Using a tried-and-true approach, we leverage proven best management practices and leading-edge technology to help you implement a solid management system, develop a culture committed to excellence and achieve exceptional results across a balanced system of measurement.

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 25 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 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



2.0 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 improvement.

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

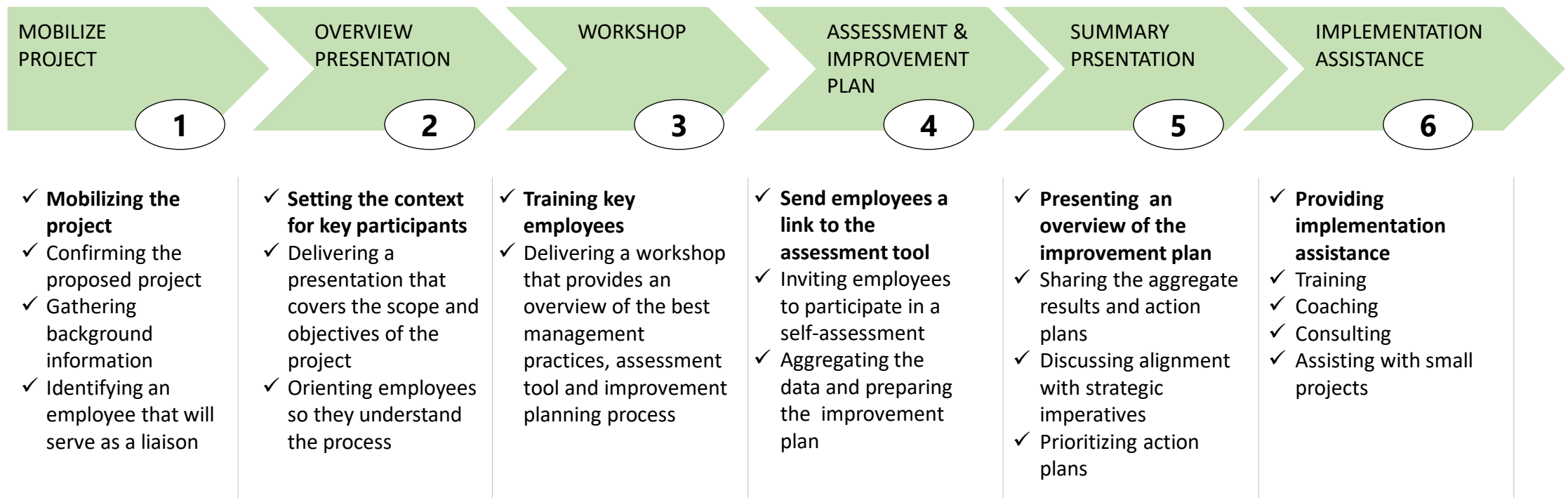
Does any of the above apply to you?

Cost of Non-Value Adding Activity: Did you know that 20% to 40% of payroll in 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, mission, values, goals and objectives. 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 tool saves time and money so the Licensed Professional can focus on higher level activities such as strategy, recommendations and implementation assistance.

3.0 Approach

We leverage validated best management practices, a leading-edge toolkit and Licensed 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.



4.0 Pricing

Each Licensed Professional charges fees at their own per diem rate. Fees are applicable to time spent on tasks. Out-of-pocket expenses are charged at cost. A fixed-fee proposal is provided in advance of the project so there is mutual understanding between the Licensed Professional and the organization about the project – scope, objectives, tasks, deliverables, fees, expenses, timing.

5.0 Value

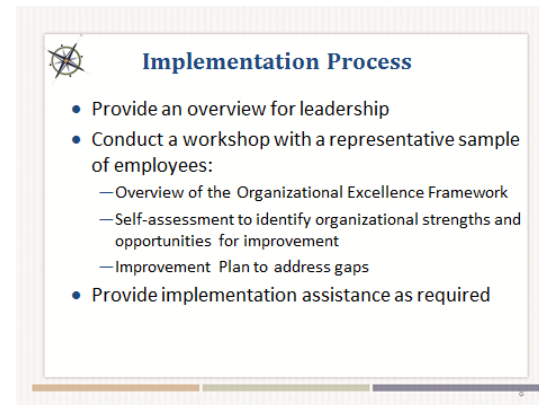
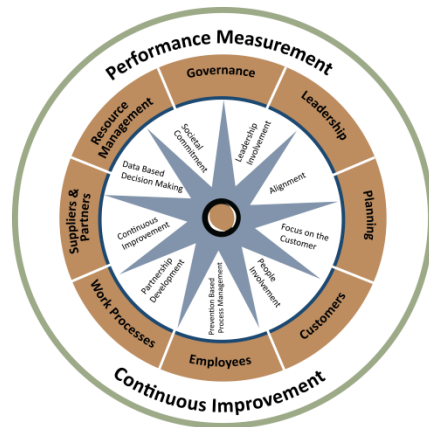
Through this high-impact engagement, we can help you:

1. Train key employees
2. Assess the current state of excellence in the organization
3. Provide an action-oriented improvement plan to address gaps
4. Provide implementation support as required



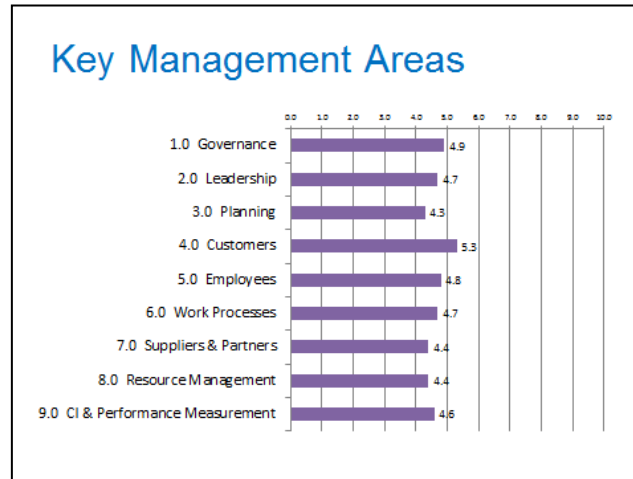
6.0 Key Outputs


6.1 Overview Presentation: We provide a high-level overview of the project so that leadership and management understand 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 workshop.



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 rating scales and practices in the assessment, the action-oriented improvement planning methodology, success stories of comparable organizations, description of implementation assistance.

6.3 Assessment and Improvement Plan: Employees are invited to participate in a self-assessment of the organization. The Licensed Professional works with the Liaison to provide employees with a link to the assessment tool and the employees share 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, provides implementation guidelines and leaves space to assign responsibility, timing, measurement method and out-of-pocket cost.




Key Management Area:
Practise:
Action Steps:
1.
2.
3.
Responsibility:
Timing:
Measurement:
Cost:

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 assign responsibility, timing, measurement method and out-of-pocket cost.

6.5 Implementation Support: We remain available to assist employees with the action plans as required. Assistance includes any combination of training, coaching and consulting services.

7.0 Resources

This service leverages the Organizational Excellence Framework (Dawn Ringrose © 2010) toolkit that includes:

- Publication
- Scenario Game
- Holistic Workshops for micro size and larger size organizations
- Modular Workshops for nine key management areas - governance, leadership, planning, customers, employees, work processes, suppliers & partners, resource management, continuous improvement & performance measurement
- Automated Assessment and Reporting Tool
- Global OE Index
- Train-the-Trainer Program

The tools in the toolkit have been used with organizations around the world - professionals are using the tools in over 65 countries, workshops have received an overall satisfaction rating of 93%, assessment tool is being used to conduct the “First Global Assessment on the Current State of Organizational Excellence’. This global index allows organization to compare results with others by size, industry sector, region (country).

8.0 Contact

Please reach out to us at <https://organizacionalexcellencespecialists.ca/contact-us/>