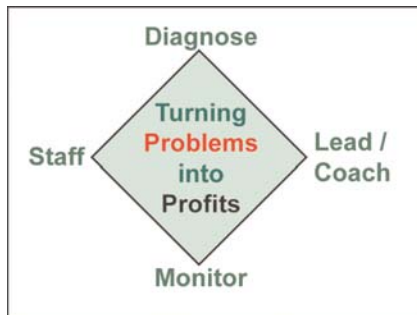




Transforming Organizational Performance



Jim Collins' "How the Mighty Fall" and "Good to Great"

apply to organizations of all sizes.

The dynamics he describes fit new startups and companies that do not make the Fortune 500 list.

As consultants and executives, we have seen many cases where organizations

simply perform themselves to death.

People get so caught up in their view of what is right that they ignore all the signs that things are going badly.

We specialize in "not ignoring the signs".

Our services transform organizations in trouble, getting them back on the path of solid delivery of results.

Our approach to transforming organizations involves stages, each ending with a go/no go decision. If we work through the full cycle with you, we will go through the following steps. However, we are often asked in to do just one or two of the following.

1. **Diagnose:** Help you figure out what to do with an enterprise or program/project that is not achieving its objectives.



We start with a "quick look" - a rapid set of meetings with the key players, a review of the key documents, and a walk through of the key environments. We share what we think with your key

stakeholders. Based on this, we may jointly decide to dig down deeper in order to formulate an effective strategy for change.

The "quick look" takes anywhere from 2 to 5 days, depending on the situation. Formulating a strategy for change will take longer. But we will tell you what we think it will take and cost before we start.

2. **Staff:** Help you find the right person to lead the transformation.



All transformational enterprise change requires coordinated action on the **people, process and tooling levels**. But often the first and more important step is to **change out the current organization leader**, and put in place a **permanent or contract transformational leader**. We know how to find such individuals, and will handle the search for you. (See our brochure on this service, or visit our web site, for

more information.)

3. **Lead** the transformation ourselves if the **situation fits the background and skill set of one of our transformation leaders** and the business proposition makes sense both to you and to us.



We have led transformation in the past. We will do it again. But it needs to make business sense for both you and us. When we do it, it is on a part fee / part equity basis.

or **coach** your internal leader during the transformation.



If you have the right person for the transformation leader's job, we will take on the role of transformation coach. To make it work, the inside person needs to be **competent** in leading change,

motivated to making it happen, more capable than the average executive **at leading a team**, and dedicated to **listening to us**.

As well, there has to be a reasonable chance that your internal leader's change plan CAN work, and that the resources needed to make it work are available.

We will tell you if we think these **Critical Success Factors** are NOT in place. We will not take the coaching assignment unless we believe that they are.

We will frame our coaching work using our Executive Performance Contracting process. Sometimes it makes

sense to limit our coaching work to the Executive Performance Contracting process. (See our brochure on this, or visit our web site, for more information.)

4. **Monitor:** Stay in touch with an on-going transformation, so that it **stays on track** and accomplishes what you need to achieve.



We are strong believers in clear, concrete, observable business measures for tracking the progress of a transformation. In our experience, transformations that do not have such measures are likely to fail.

Insiders often do not have the ability to develop such measures, or report reliably on them. The emotional involvement that they must have with driving the change does not allow them to track their own progress objectively. We can and will do that, keeping everyone in touch with the shifting dynamics that characterize organizational transformation.



We are transformation specialists. We built our expertise through years of executive experience in successful and troubled organizations. We have delivered on strategy,

people, organizational change and design, process re-engineering, information systems, and progress measurement consulting assignments to organizations of all sizes. We have been the ones responsible for making it happen. We have given counsel and advice to change leaders during the stress of major organizational change.

We are the right people to partner with you to address your organization's transformation problem.

We will always be clear with you about the basis of our partnering with you. We use letters of agreement to clarify the terms of each assignment, and always respect client confidentiality.

Diagnose and Monitor

A fee for service based on a daily consulting fee. The letter of agreement clarifies go / no go points in the assignment.

Staff

A staged retainer fee based on the estimated value of the first year's compensation package.

Coach

A fee for service based on a daily consulting fee. The letter of agreement clarifies go / no go points in the assignment. If the coaching is limited to **Executive Performance Contracting**, a staged retainer fee based on the estimated value of each position's yearly compensation.

Lead

The underlying business proposition must make sense to us. If it does, we prefer a combination of time based fees and future equity.

We are always ready to negotiate the details of any of these arrangements.

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Transformation Partners

is part of WCI
(Workplace Competence International Limited).

Our current focus is on Enterprise Transformation. This is the culmination of many years of executive and consulting experience.

WCI has been an active consulting organization since 1986. We have delivered hundreds of consulting assignments to clients in strategy formulation, organization design / change, business process re-engineering, information systems, professional development, and executive coaching.

The firm is a virtual organization, using modern technology to deliver the right size service, with the right size team, to each client situation.

Through WCI Press and the Internet, we have published many publications on management issues.

Contact Roelf Woldring at 416-427-1567 or woldring@wcild.com for more information.

WWW.WCILTD.COM

5903 Third Line of Erin, P.O. Box 190,
Hillsburgh, Ontario, Canada N0B 1Z0
519-855-4582 fax 519-855-6759