Organizational Improvement and Personal Development

We help our clients in improving their individual, group and company-wide skills. We do this as part of restructuring, systems integration and operations improvement efforts. Our services build on the skills of our experts and their extensive experiences in assessing and improving organizations in several industries. Many leading companies worldwide use our methods to improve their organizational skills, and plan and implement changes.

All evaluation and design tasks are independent and unbiased. We do not sell the instruments or tests for organizational design. We only share our **methods** in our assignments. Our task is to help our clients build and improve their organizational skills so that they can optimize meeting their needs.

We can work at all levels of your organization and in all phases of change, from motivation to design and implement new organizations, descriptions and reward systems. We keep our **research files** regarding leading organizational and human resources practices. Furthermore, we have an **international network of relations** consisting of **experts** specialized in operational and technical matters, in order to provide greater contribution on more complicated organizational improvement issues. Our services include:

- **Strategic Planning:** Documentation of corporate strategies and business plans. Identification of skills, capacities, organizational issues and opportunities as well as relations. Decision analysis: internal or external resource; how much improvement is needed; which skills or employees need most improvement; training plans, etc.

- **Assessment of Skills:** Identification of skills needed for the organization to attain its objectives. Analysis of individual and group level operational and functional skills. Decisions and plans as how to fill the gaps in required skills.
- **Culture Exploration:** Identification of individual, group and organizational trends, competencies and weaknesses.
- **Organizational Exploration and Design:** Exploration of organizational efficiency, complications, gaps, overlaps, excesses and weaknesses.
- **Communication:** Planning and implementation to minimize risks concerning the engagement of stakeholders and maximize success. Plans include stakeholder, objective, message, media, timing, and responsibility for critical communications.
- **Performance Measurements:** Identification and implementation of appropriate measurements of the status of enterprise as well as process operational efficiency. Measurement of progress and formation of performance baselines.
- **Program Management and Integration with Other Changes:** Ensuring the linkage and coordination of improvement projects. Ensuring coordination among staff/organization improvements and process, information systems and technology changes. Integrating restructuring efforts and existing programs such as continuous improvement, strengthening and total quality management, etc.
- **Implementation Planning:** In order to bring change onto the agenda and implement it, somebody needs to decide who or what will change and when, where, for what and how this change will occur.
- **Project Management:** Supporting the coordination of company, supplier and consultant resources in addition to the coordination of the aforementioned, throughout the improvement activities.
- **Training:** See in-house training regarding Organizational Improvement and Personal Development.

If necessary, Organizational Improvement and Personal Development can be offered together with **our other services.**