

Building Capacity & Capability using Accelerated Change

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Change Strategies That Work

Right now CEO's and senior managers need the confidence that the step change they need to achieve is delivered promptly and is sustainable before all the pieces on the board reconfigure themselves.

Accelerated Change is a process that utilises a simple scorecard model to work with the input from an organisation about its culture and processes to create a mechanism to deliver the required change with sustainable business results and customer retention and growth.

Reduced Cycle Time

Reduced cycle time is the Holy Grail of all the major organisations across the globe. In these times this applies to both product and change. Accelerated Change enables companies to achieve their strategic goals in shorter cycle times. Modelled and applied in leading organisations such as GE (General Electric), CNH Global, Disney, and Motorola, Accelerated Change Strategies are implementing major transformation in quicker time scales.

Based on our experience especially with various GE businesses our approach will not only deliver strategic projects but build better results by using and developing the organisations capacities and capabilities to achieve measured results.

What Happens

ACP implementation is a process based on our specific tools of diagnosis.

- After diagnosis and feeding back to the senior management team, you can, in collaboration with us, progress the required changes or use your own internal resource to rollout ACP within your business.
- By enabling you to develop an objective assessment of your current functioning and commit to ACP, you will yield goals in a shorter timeframe through maximising your capabilities and capacities.

Just suppose, we diagnosed and rectified the vital issues holding back your business in a short period of time – what value would that contribute to your bottom line.

Interventions that are favoured include:

- Designing development processes to implement across various areas of the organisation
- Developing learning and development materials to be delivered by us or by 'in house' L&D people which reflect your 'in-house' style of change
- Train the Trainer – working with groups of staff to deliver tailored materials to enhance your capabilities and capacities to drive change
- Initiate, monitor, and report on Pilot Projects
- Further research into areas where risk is currently a roadblock to organisational performance
- Commit to work on new projects that will catapult organisational capabilities and capacity
- Develop and install processes for:
 - Improved flow and accuracy of communication;
 - Radical reduction of rework and inefficiencies;
 - Introduce proven 'matrix style' of working across business silos;
 - Reduce cycle time of core processes;
 - Initiate quality improvement projects;
 - Devise strategies to retain and acquire new customers;
 - Promote equitable performance improvement;
 - Drive and administer cost reduction.

If through our diagnostic tools, rigorous analysis and plans for implementation we could demonstrate how easy it is to implement and sustain your desired change, would you commit to exploring the process?

ACP: Our Strategy

Our goal is to build both the capability to master change and the strategies and processes to deal with capacity issues.

The goal is for you to have the capability and the capacity to anticipate, as well as respond to, customer and consumer requirements goal. We can collaborate with you in meeting that challenge.

ACP - Building *Capability*: Mastering Change

Creating a fast moving organisation peopled by staff at all levels who deliver to long and short-term challenges is inherent in building your capability to master change.

Those organisations that are eager to demonstrate their capabilities and core competencies address the needs of their customer base, retain, and acquire more customers as their reputation spreads.

Organisations which commit to create processes across the functions and adopt a matrix management style working across boundaries, are more able to adopt a lean, efficient, responsive and error free service to their core customers and stakeholders.

ACP - Building *Capacity*: Mastering Processes & People

Creating a business where striving for continued improvement allows the organisation to release resources and people to contribute is the strategic intent behind the concept of 'mastering organisational capacity'.

By working on building core strengths for your business, we can enable you to develop your capacities to cope with additional volume, reduce inefficiencies, rework and cycle time of core processes.

We enable you to work on customer-centric, as well as internal, measures of performance.

By leveraging our proven tools and techniques, we can enable you and add significant value in how you choose to be measured in terms of bottom line performance or providing best value.

Capabilities & Capacities: How Do We Get Started?

Initially, you can commit to the diagnostic phase. This is a powerful exercise in its own right because it produces an objective assessment of your organisation, highlighting those areas which put your business most at risk and where improvement of your capabilities and capacities can be addressed speedily.

- The diagnostic phase requires us to undertake a rigorous assessment of your business using a variety of tools, of which the deliverable is feedback to you the client, and discussion and action planning with the management team.
- You do not have to commit to the whole process.
- You can commit to the diagnostic phase solely if you wish to implement the changes yourself.
- At this stage, the Management Team can decide which projects and areas have most strategic impact as well as day-to-day performance improvement for the enterprise.
- We can accommodate any variety of intervention and support.

Senior Team Action Planning

If required, we can work with core members of the senior management group to devise and enable a 'hands on' strategy to rollout of the required changes. This requires us to work closely with you the client, and undertake presentations and required learning sessions as appropriate.

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