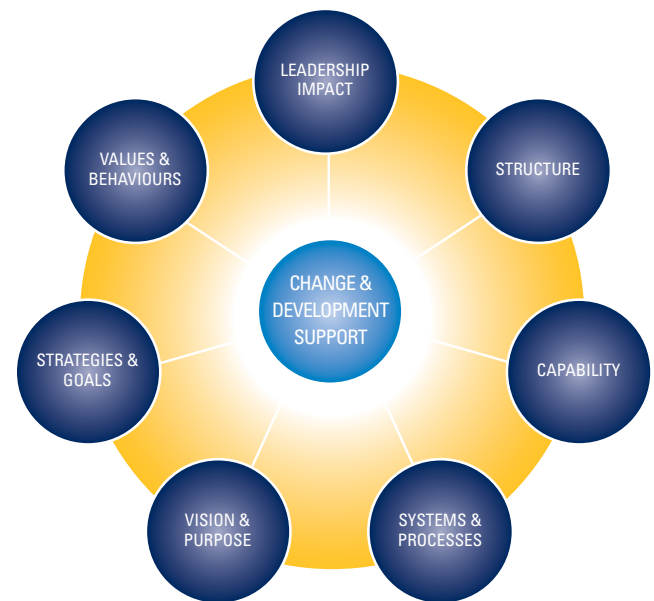


# Organisational Development & People Management

## THE BASIC FACTS

Organisational Development (OD) is a strategic management improvement program designed to develop organisations and its people to better adapt to new technologies, markets, and challenges.

Successful organisational change can be difficult to accomplish. One of the most difficult tasks is maintaining employee morale and motivation through any change process. It is critically important that an OD program allows the active participation of people affected by the change, as they are more likely to support what they have helped create.



## DEVELOPMENT PILLARS

STRATEGIC DEVELOPMENT	PERFORMANCE MANAGEMENT	GROUP MANAGEMENT	PERSONAL DEVELOPMENT	LEADERSHIP SUPPORT
<ul style="list-style-type: none"> <li>▶ Strategic &amp; Business Planning</li> <li>▶ Cultural Change</li> <li>▶ Systems Planning</li> <li>▶ Succession Planning</li> <li>▶ Workforce Review</li> </ul>	<ul style="list-style-type: none"> <li>▶ Business Performance &amp; KPI's</li> <li>▶ Rewards &amp; Recognition</li> <li>▶ Performance Gaps</li> <li>▶ Recruitment &amp; Retention</li> <li>▶ People Performance</li> </ul>	<ul style="list-style-type: none"> <li>▶ Conflict Management</li> <li>▶ Group Facilitation</li> <li>▶ Team Building</li> <li>▶ Self Directed Work Teams</li> <li>▶ Project Management</li> </ul>	<ul style="list-style-type: none"> <li>▶ Personal Development</li> <li>▶ Leadership &amp; Management</li> <li>▶ Training</li> <li>▶ Personal Wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>▶ Coaching</li> <li>▶ Counselling</li> <li>▶ Leading</li> <li>▶ Motivation Support</li> <li>▶ Mentoring</li> <li>▶ Consulting</li> </ul>

### Successful Outcomes

- ▶ Improved interpersonal and group processes
- ▶ More effective communication
- ▶ Enhanced ability to cope with organisational problems
- ▶ More effective decision processes
- ▶ Quality leadership styles developed
- ▶ Conflict and change resistance risk reduced
- ▶ Increased trust and cooperation amongst team members

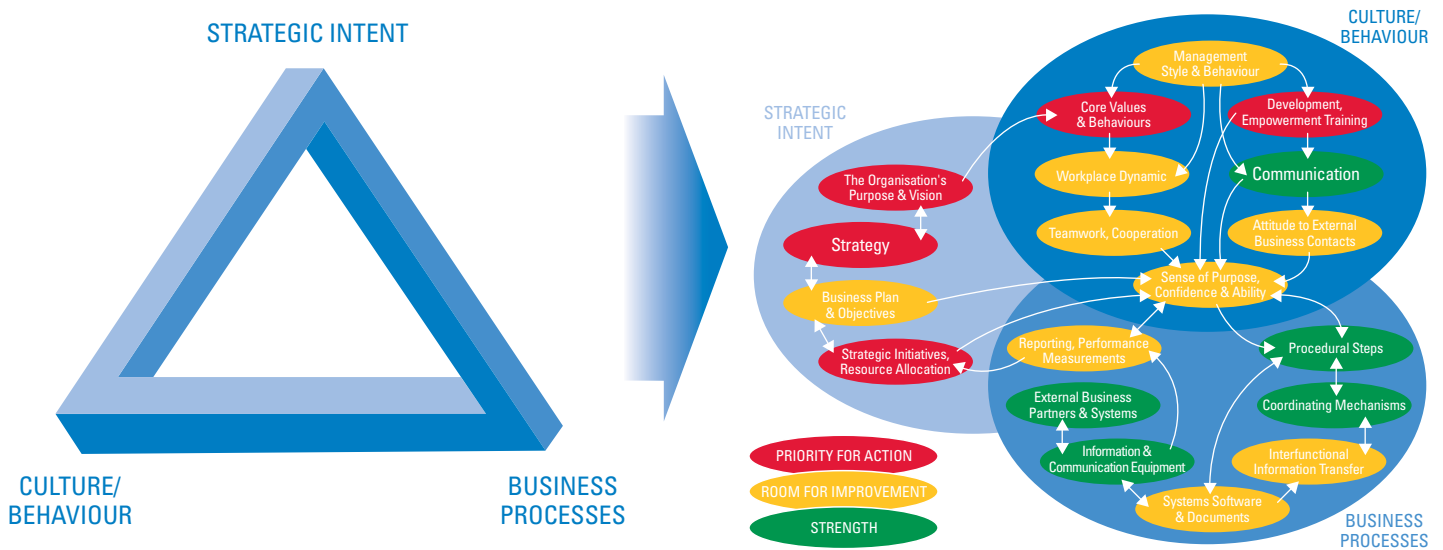


# Organisational Effectiveness Profiling™

Internationally recognised, Organisational Effectiveness Profiling (OEP) is an advanced diagnostic tool used to identify and simplify the key team, department and organisational interdependencies, challenges and priorities.

The profiling process and supporting software automatically generates a powerful 19 KPI driver model clearly identifying key issues and providing leaders with a road map for Organisational Development and People Management.

Team workshops can be used to drive deep understanding of issues and their underlying causes, developing action plans and implementation timelines. OEP web based software facilitates a centralised monitoring and tracking of implementation and improvement progress with business leaders left with an ongoing day to day continuous improvement toolkit.



OEP has been successfully used for:

- ▶ Organisational and team health checks;
- ▶ Identifying barriers to change in change management programs;
- ▶ Maximising employee attraction and retention strategies;
- ▶ Identifying barriers to employee engagement, satisfaction and motivation;
- ▶ Improving training and coaching effectiveness;
- ▶ Merger integration diagnostics;
- ▶ Enhancing customer and supplier relationships;
- ▶ Building organisational alignment and strategic focus;
- ▶ Facilitating team and organisational change management; and
- ▶ Improving inter-team effectiveness.

## OUR EXPERTISE

Phalanx Consulting Group offers a unique blend of facilitation and management insight that delivers excellence in Organisational Development and Change Management outcomes. Our savvy approach to service delivery recognises our clients' expectation for customised and integrated business development and diagnostic services. Our accredited OEP consultants' approach is highly participative ensuring buy-in from all stakeholders.