

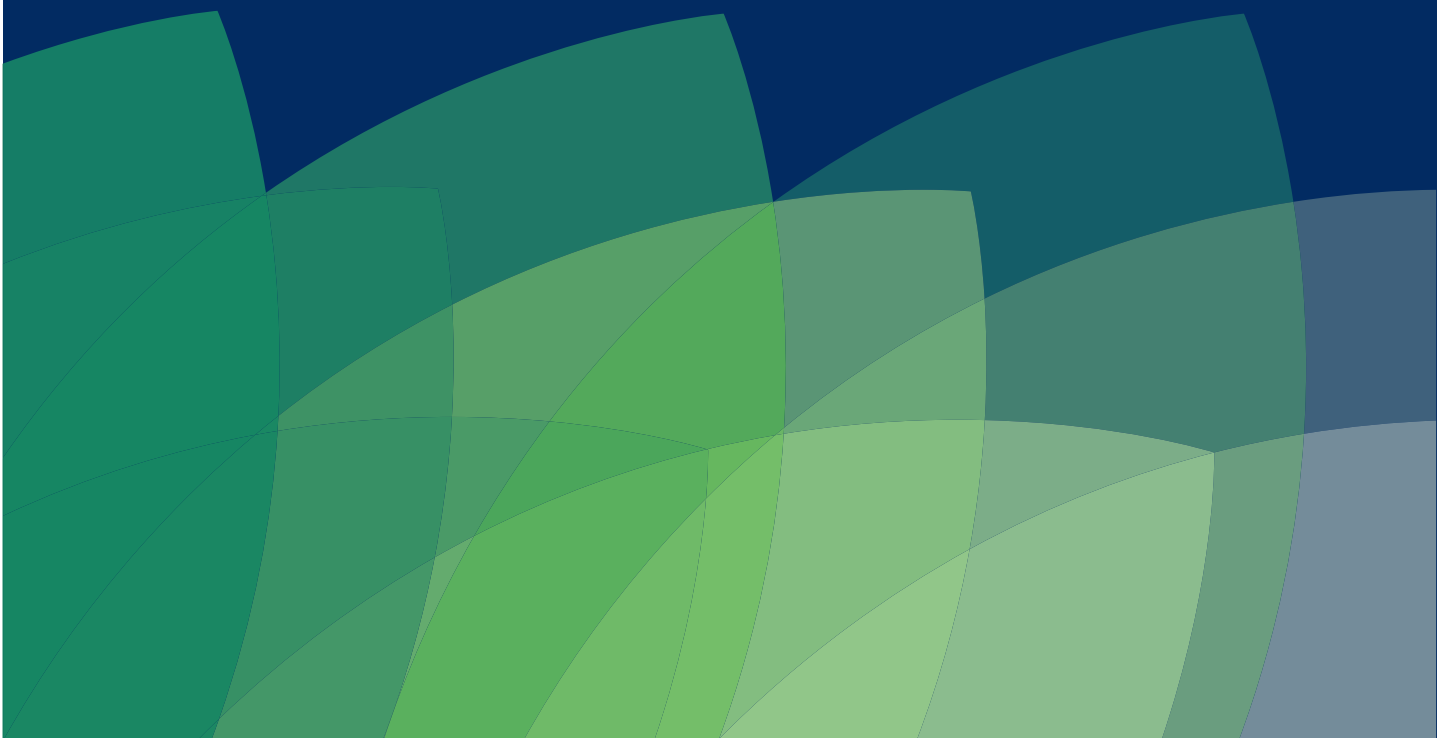


PART OF

INTERNATIONAL
CERTIFICATIONS
CENTRE

Performance Systems Architects

Resolve performance issues



Our Purpose

We work together to remove performance barriers to correct disconnected systems for sustainable results.

Our Promise

We promise to put you first to change and solve your performance needs, through a reliable, evolved and customised solution service.

Your Benefits

Faster problem solving

Needs and opportunities are identified at the correct systems level.

Focused decision making

The correct barriers preventing performance are identified quickly.

Improved impact vs activity

The systemic performance approach changes results.

Better people and processes fit

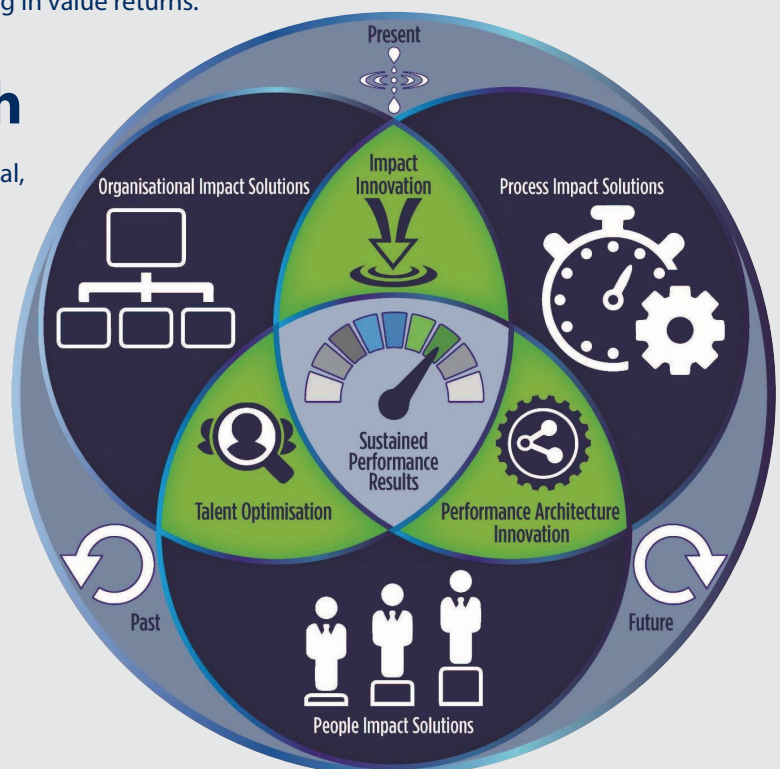
Systems are aligned for value output.

Improved ROI

Incorrect solutions are eliminated resulting in value returns.

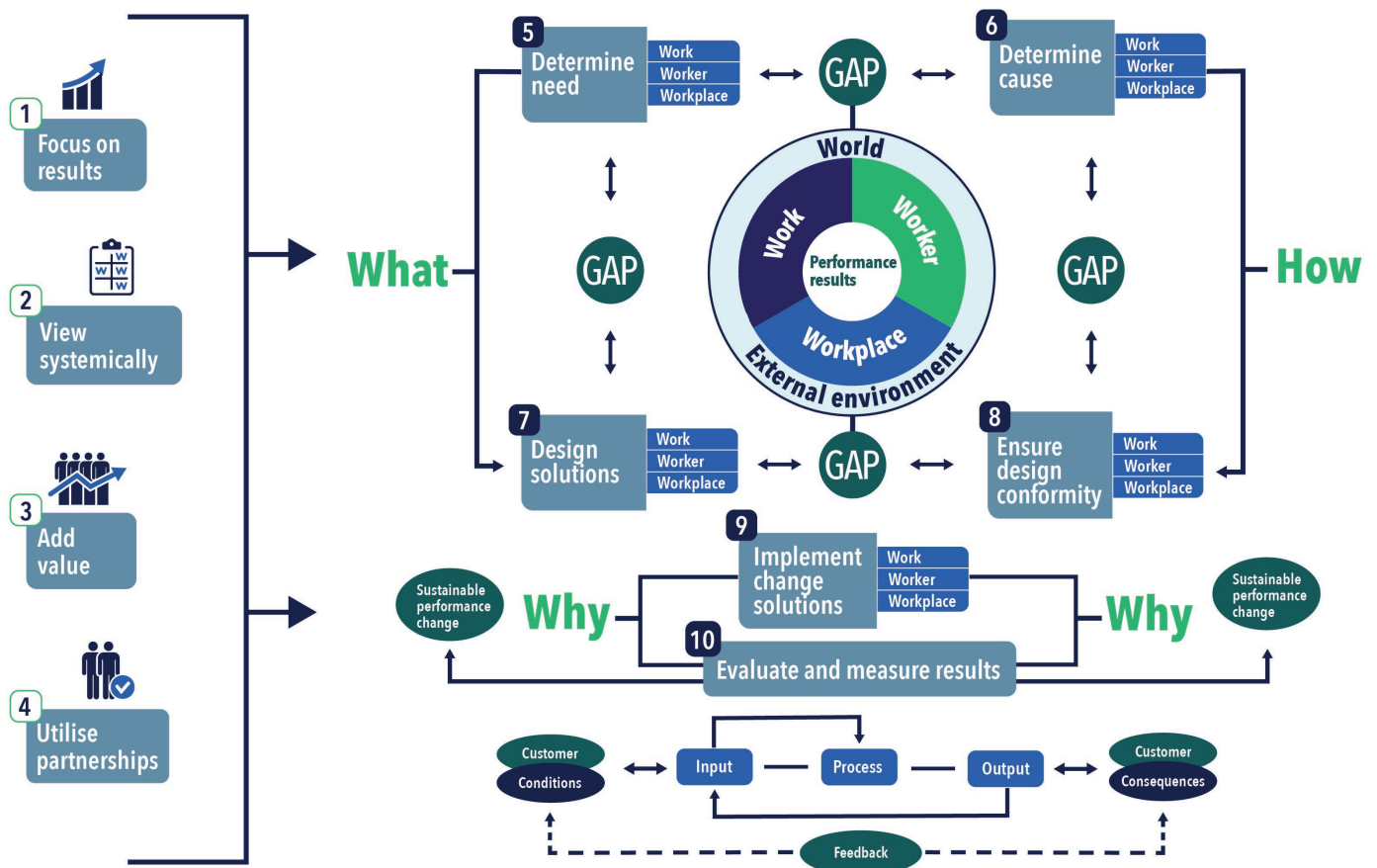
Systemic Approach

The differentiator is aligning the organisational, operational and people drivers to the external world.



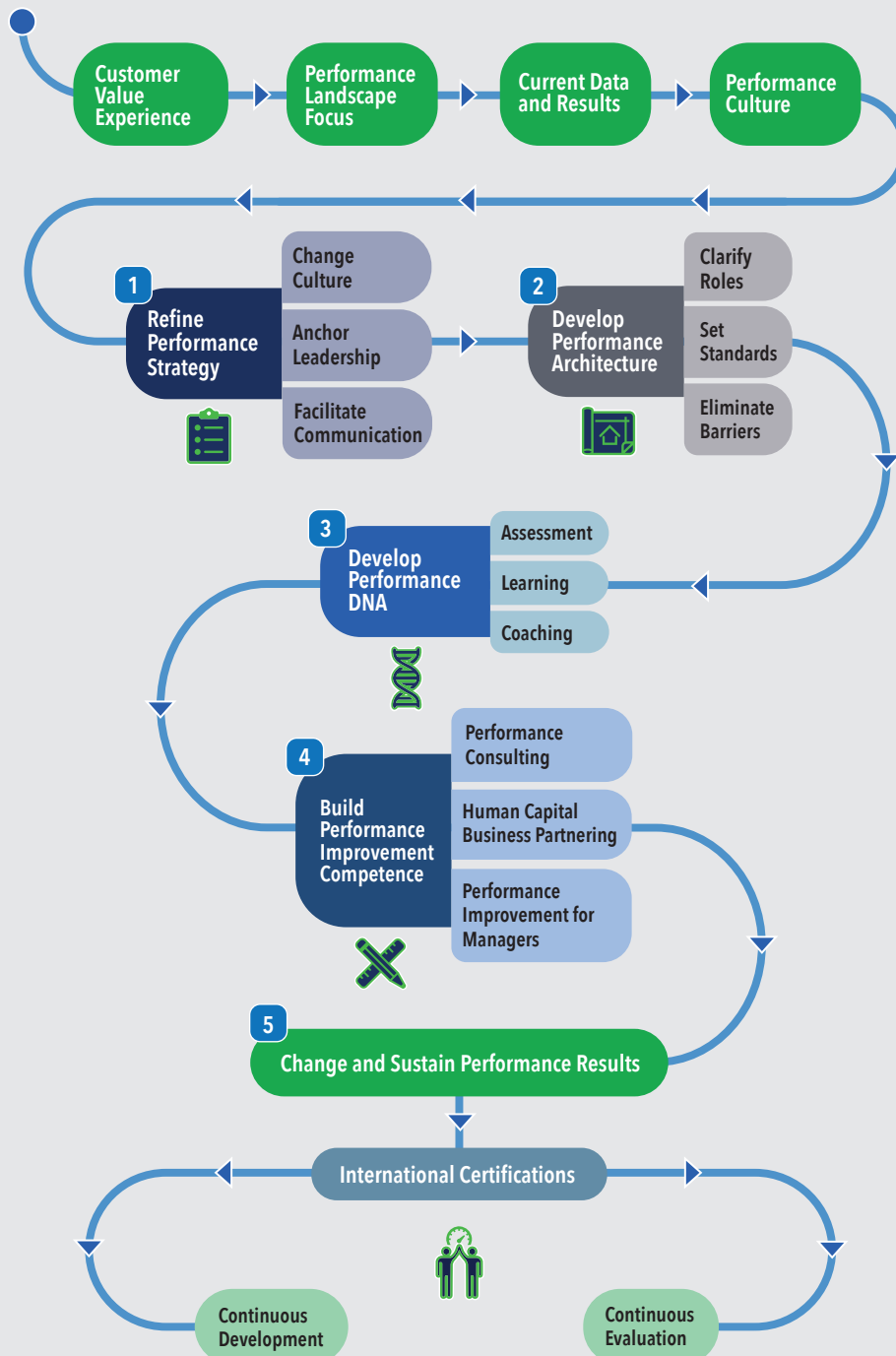
Methodology

Apply the holistic business consulting process



Design Performance Architecture

A results focused process

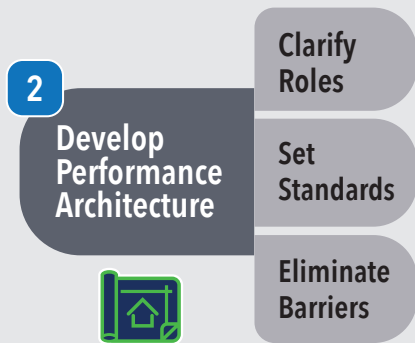


Build Performance Architecture Capability



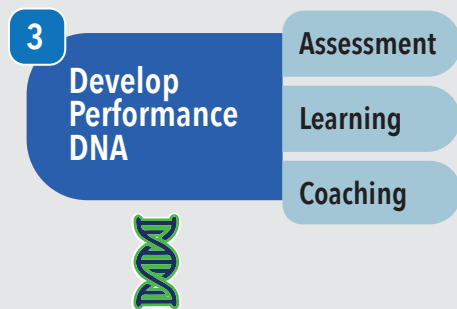
A checklist for organisational impact results

- Reposition and refresh your human capital management strategies to focus on holistic performance.
- Design a results- and value-based model that is aligned with this new strategy.
- Refresh and/or re-design your business engagement strategy and model.



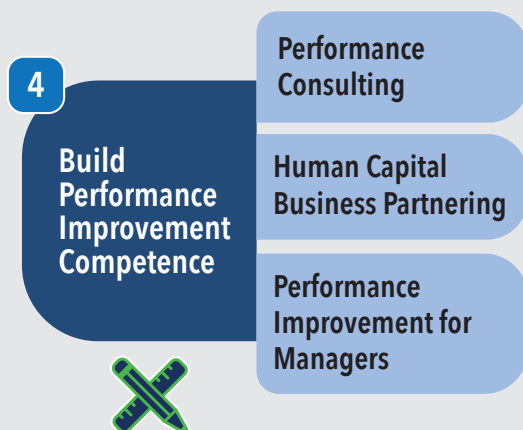
Checklist for operational impact results

- Reposition and refresh your business partnering and operating plan.
- Redesign your performance- and results-operating model.
- Develop a holistic, performance architecture operating process.
- Design competency architecture that is aligned with your engagement and performance-operating model.



Checklist for people impact results

- Design a Performance Improvement competency and curriculum framework.
- Build and implement a holistic, performance competence and change process.
- Design Performance Improvement development plans that are aligned with the desired competencies.
- Align the Performance Management system to the holistic performance approach.



Checklist for performance competence

- Help clients and stakeholders define what they want to accomplish as a desired future.
- Guide stakeholders in how to convert results into measurable terms.
- Help clients stay focused when unrelated information and needs surface.
- Challenge assumptions to uncover important priorities.
- Facilitate discussions about the worth of a problem in terms of costs, people energy or risk.
- Help clients weigh the risk of unanticipated outcomes.



PART OF
INTERNATIONAL
CERTIFICATIONS
CENTRE



+27 082 458 5851
belia@improvid.co.za

Belia Nel
@belianel

belianel
improvid.co.za