

AchieveCorp



ORGANIZATIONAL ALIGNMENT MODEL

Educate	Analyze	Define
Equip	Prioritize	Assess
Explain	Innovate	Plan
Enable	Test	Coach
Empower	Implement	Monitor
Evaluate	Measure	Recognize

People, Process and Performance are interdependent and inexorably linked. The first two elements, People and Process, must be aligned and synchronized to produce desired outcomes and expected performance. The success of individual performers, work teams and the entire enterprise depends on the ability and agility to collaborate and integrate data, knowledge, skills, motives, resources and tools to accomplish objectives and produce value.

"The whole is greater than the sum of its parts" (Aristotle). This phrase suggests that while each activity in this model is important, it is the combined effect of all the activities working together that creates value. Therefore, improving performance in any part of the organization requires a systemic approach. Neglecting or correcting a deficient activity in one element produces consequences for other elements, and ultimately, the entire model.

In well-managed organizations, individuals and teams are carefully selected and trained, and receive timely performance feedback. Activities are aligned to ensure everyone is on the same page. Every process reflects a well-defined strategy, is carefully documented, consistently followed and evaluated frequently. Performance indicators and outcomes are clearly described, regularly assessed, and consistently observed. Coaching, developmental activities, rewards and reinforcement ensure that people perform fluently, execute processes flawlessly and consistently produce worthy performance.

If your organization has encountered gaps between expected and actual performance, carefully consider how you can discover opportunities and where you need to remove barriers to better align your organization and improve performance.

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