



Organizational Effectiveness

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Organizational Effectiveness is....

*the integration of
the elements that
drive successful
execution*





***What are the elements of
successful execution?***

Strategic Planning

Strategy: Strategic Direction
Competitive Position
Growth Plan

Goals: Financial Health
Strong Customer Base
Sustainable Market Share
Integrated Internal Operations
Qualified People and Systems

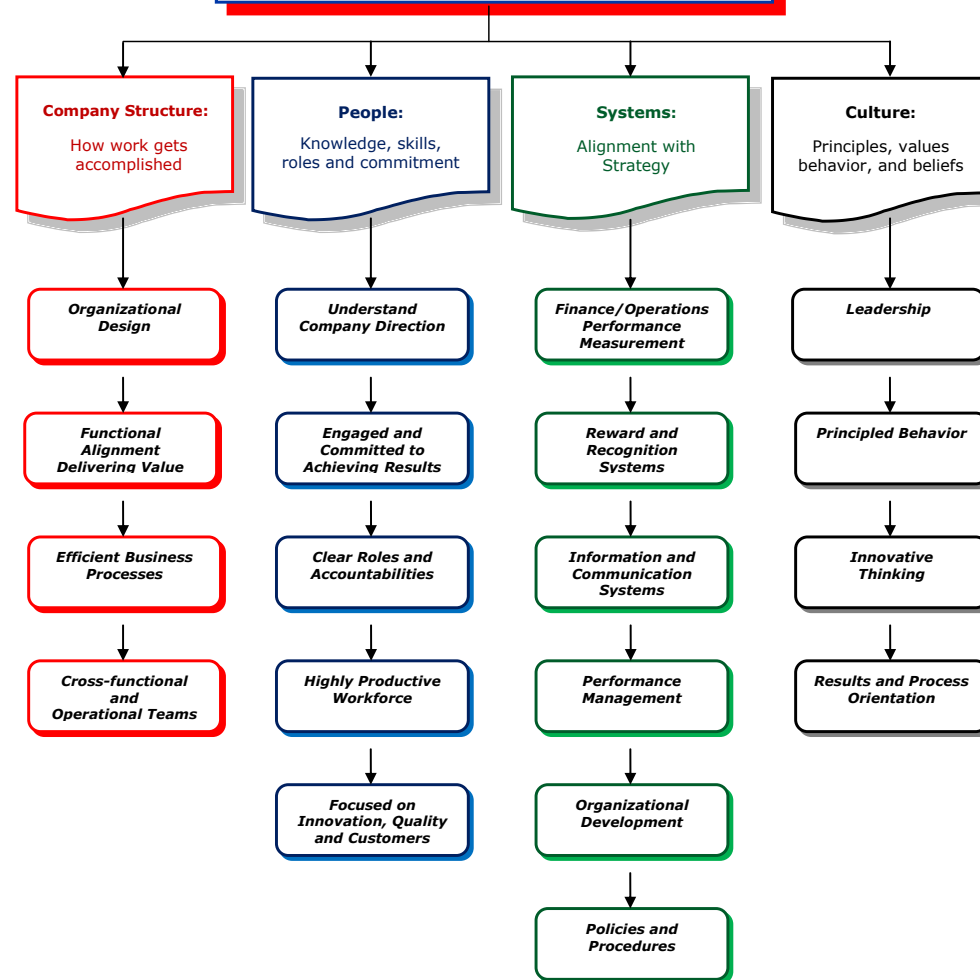




Successful Execution

Strategy: Strategic Direction
Competitive Position
Growth Plan

Goals: Financial Health
Strong Customer Base
Sustainable Market-share
Integrated Internal Operations
Qualified People and Systems



A strategic view



Company Structure

How work gets accomplished

Organizational
Design

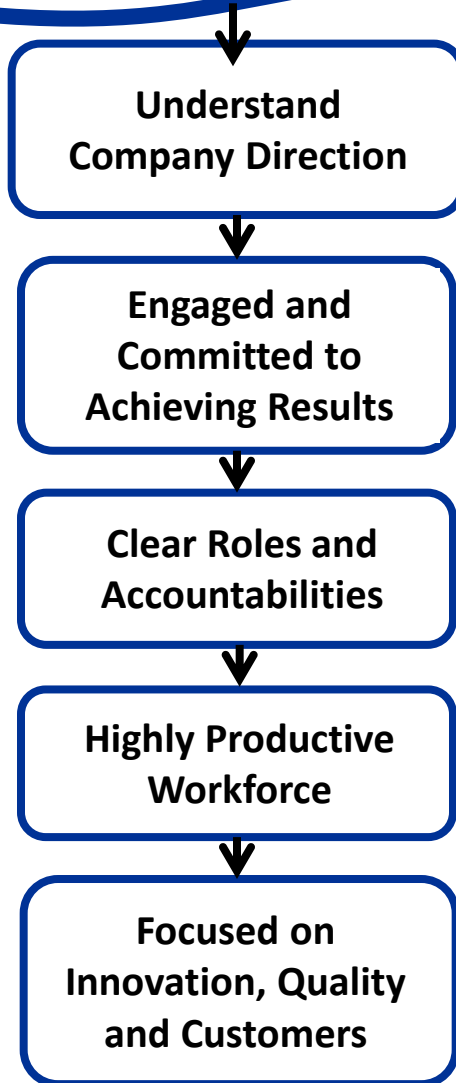
Functional
Alignment
Delivering Value

Efficient Business
Processes

Cross-Functional
And
Operational Teams

People:

Knowledge, skills, roles
and commitment





Systems:

Alignment with Strategy

Finance/Operations
Performance
Measurement

Reward and
Recognition Systems

Information and
Communication
Systems

Performance
Management

Organizational
Development

Policies and
Procedures

Culture:

Principles, values,
behavior and beliefs



Leadership



Principled Behavior



Innovative Thinking



Results and Process
Orientation



What key elements are missing?



Measurement

Communication



Measurement *and* Communication

*Are the foundation of
organizational effectiveness.*



How do we measure effectively?

What does effective communication look like?

What roles do we play?



Leadership

Human Resources

Continuous Improvement Teams

Employees

Questions?



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