



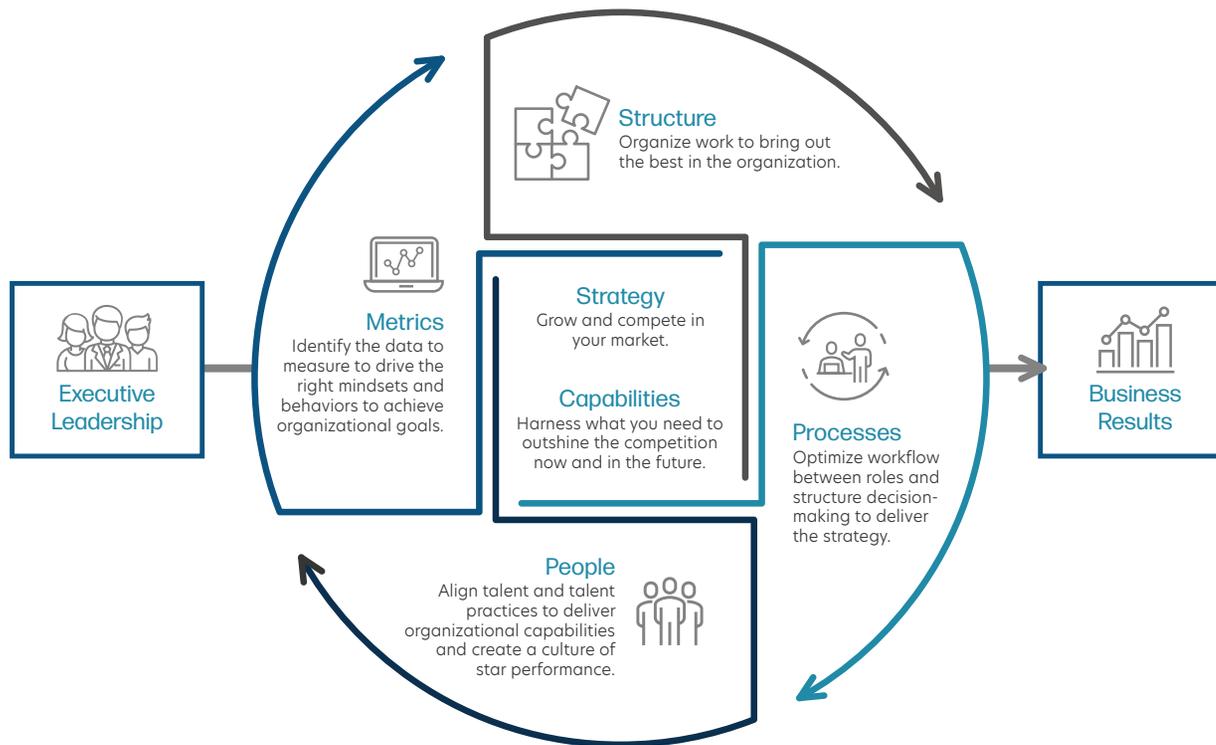
Business Consulting

Partnering to Unleash the
Power of Your Organization

It is no longer business as usual in today's global organizations. Historically, during periods of stability, improving performance levels to achieve the expected results was a relatively straightforward undertaking. However, in today's fast-changing environment, external factors cause disruption and near-constant strain on an organization's ability to evolve strategies, extend capabilities, and deliver targeted results.

Your ability to successfully deliver an evolving strategy and capabilities in an unpredictable environment requires deliberate, focused activity and alignment in four fundamental areas:

1. Organization Structure
2. Process Design & Alignment
3. Culture & Performance
4. Measurement & Evaluation



When you set a clear strategy and align the organization around it, then hire the right people and give them the tools and feedback to succeed, you can deliver the intended results. Traditionally, training might have been enough to span the performance gap. However, today's challenges are more complex, so they require holistic thinking, cross-functional buy-in, and third-party insights to deliver impact.



Unleashing the Full Power of Your Organization

While organizations are quick to address the external factors facing their business, many struggle to unleash the full coordinated power of their organization to successfully deliver on their strategy. To fully unleash the power of an organization means ensuring each of the fundamental internal factors of performance—organizational structure, process design and alignment, performance, measurement and evaluation, and culture—are appropriately aligned. This requires a willingness to dive deep into the organizational system of performance to understand the issues and opportunities to align the system. Then, you can establish a compelling and inspiring vision, develop world-class capabilities, build an agile organization, and deliver value in a rapid and agile fashion.

GP Strategies® partners with you on that journey through our business consulting services. If you aren't achieving your desired business results, but don't know why, our **Performance Diagnostic** can identify and isolate where the breakdowns are occurring, and provide recommendations to address them and get your performance back on track.

Evolving strategies also require adjustments to capabilities, structure, workflow, talent, and metrics to keep the performance system aligned. Our **Organizational Design**, **Process Improvement**, **Workforce Design** and **Organizational Change** solutions provide the necessary focus and coordination to remain adaptable, build frictionless teams, and ensure rapid adoption of change to outpace competitors, capture and integrate new trends, and empower new product offerings for your customers' needs.



Performance Diagnostic



Organization Design Solutions



Process Improvement Solutions



Workforce Design Solutions



Organizational Change Solutions

Performance Diagnostic

Is your organization struggling to achieve your desired strategic goals? Have you undergone an initiative that didn't deliver the intended results? Are your employees struggling to perform to expected levels despite receiving a wide variety of training to develop new skills?

GP Strategies' diagnostic approach recognizes that human performance is truly a system of interrelated factors that serve to either inhibit or enhance performance. When performance lags, our experience shows that at least one of the key performance factors is not optimized or aligned with the others.



Organization Design Solutions

Does your structure limit your ability to create new strategies, grow, innovate, or respond to market trends quickly? Are workflows and communications within and across teams optimized to minimize decision-making and maximize agility? Does your organization have the skills needed to deliver your strategy?

Today's global environment is complex. Driving business growth and innovation while balancing new technologies, digitization, change, and macro disruption requires organizations to revisit and refine their organizational structure and design to stay competitive. A strong Organization Design solution focuses on overcoming three key challenges:

1. Performance failures
2. Changes in strategy and new business models
3. A structure that limits the ability to expand service offerings and new business ventures

GP Strategies partners with you to provide holistic strategic organization design, including job redesign, competency modelling, and critical skills identification.

Process Improvement Solutions

Do your processes limit your ability to optimize workflow between roles? Are there errors in your processes that impact predictable performance and erode customer experience? Does your organization possess the discipline that allows you to rapidly address process issues?

In the modern business landscape, an agile mindset and scalable process improvement are key differentiators that enable companies to outpace competitors by ensuring processes are continuously aligned to optimize workflow and that decision making is structured to deliver critical business capabilities.



By leveraging our REVAMP model, GP Strategies partners with you to ensure an agile mindset and a scalable approach to addressing business process challenges within a company's specific environment. This will ensure processes remain aligned to deliver desired business capabilities.



Workforce Design Solutions

GP Strategies' consultants are experts in aligning talent to deliver organizational capabilities and create a culture of star performance. In designing an organization, understanding what skills and abilities are needed to realize a strategy, and determining how to make the best use of talent and resources are critical to achieving that strategy.

Aligning solutions to your organization's strategic objectives is crucial. We rigorously analyze existing roles and needs, allowing us to tailor solutions that optimize the employee experience, grow their talents, and prepare them for the ever-evolving future of work. We distill your organizational capabilities into competencies and critical skills for complete alignment to your organization's strategy.



The right strategies, tools, and methodologies in your workforce design approach, combined with a performance driven culture, will help your organization reach new levels of excellence.

Tap
into our
expertise

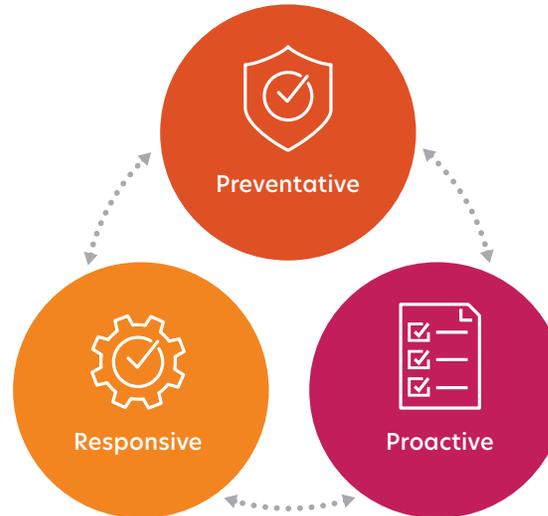


Organizational Change Solutions

How much of your strategy depends on people changing their mindsets and behaviors or adopting new ways of working? Even the best solutions have little impact if no one adopts them.

GP Strategies partners with you to ensure your organization employs a preventative, proactive, and responsive approach, creating the agility you need to change with confidence. Our change management consultants, methodologies, and models help organizations with:

- Transformational change to ensure business acquisitions, expansions, and new product launches work to their full potential
- Cultural change to adopt new ways of working, thinking, and avoiding culture clash
- Large-scale IT implementations to drive user adoption, reduce integration costs, and optimize return on investment
- Organization restructuring to accelerate, optimize, and ultimately achieve a seamless, new operation



• • • Partner with an expert in strategy and alignment.

GP Strategies has the expertise, processes, and objectivity to help you dive deep into the issues that are stalling growth and success. Let us help you unify your organization around corporate goals, give your employees ownership of their roles, and implement processes that defy chaos and disruption. Together we can unleash the power of your organization. Visit www.gpstrategies.com to learn more.



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