

Concerned that your organisation or management team is not as effective as it should be?

Need help to translate your new strategic plan into action through new structures, projects and performance measures?

Not getting the results against contracts you need?

Services

- Organisation review
- Diagnostic report
- Analysis of structure/strategy fit
- Analysis of work volume/distribution
- Analysis of communication systems
- Staff and stakeholder consultations
- Production of short and longer term structure options
- Position descriptions
- Budget and funding analysis
- Forecasting of future demand
- Culture analysis
- Management development
- Management coaching & mentoring

What you do now

Call us at Lewis & Coleman so we can discuss what we can do to assist you to reach your goals.



ORGANISATIONAL PERFORMANCE IMPROVEMENT



Practical

Our practical recommendations have helped many boards and executive management teams to get better results through improved:

- Communication structures
- Alliance between strategy and structure
- Measurement of outcomes and program effectiveness
- Service delivery.

We offer bespoke services to meet each specific assignment, based on our experience and well-tested methodologies.

- Conduct interviews with key internal stakeholders
- Administer surveys via the web or telephone
- Analyse the survey results and feed back the conclusions to managers and staff
- Conduct further interviews or workshops with internal and external stakeholders
- Prepare papers that set out the issues and options
- Conduct workshops as required involving key stakeholders in the formulation of outputs from the project
- Prepare the draft and final report.

- Use a range of tools to gather the required information (such as simulation modelling, web-based surveys of culture and work allocation, client feedback interviews and focus groups and staff workshops)
- Assist learning transfer so similar data collection and analysis can be done internally in the future
- Develop trusting relationships with clients so facilitated development of recommendations, structure options, preferred business opportunities or other desired outputs are generated in an open and honest environment. This brings the greatest likelihood of successful implementation.

What we do

- Conduct research based on available data and reports
- Talk to you about your understanding of the situation and needs

Your Opportunity

This basic framework provides the opportunity to:

- Ensure everyone is involved to the appropriate degree in defining the current situation and formulating appropriate responses

Difference

What's different about us? Our clients trust us to deliver the best possible solution to their need, and they come back next time they have an issue.

