

▶ The Opportunities

Very few companies fail because of a poor strategy or business plan – most often they fail because of poor execution.

Execution Starts and Stops With People

Aligning your entire team, tying and having a written recruitment plan will produce more results than any other single process improvement you can make.

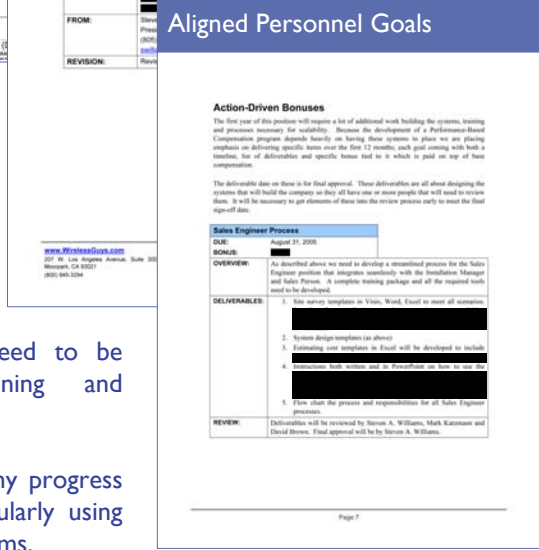
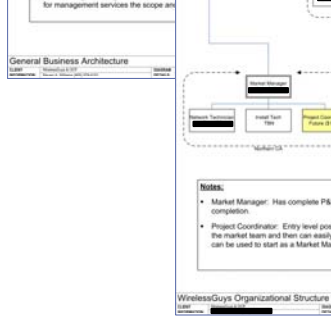
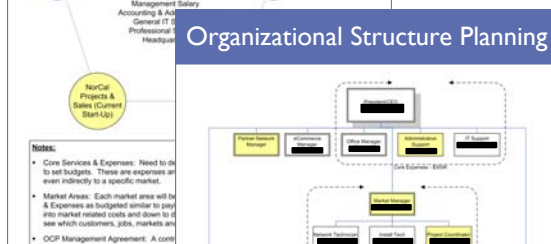
▶ The Challenges

Too-Close: Often the strategy and business plan are very clear to the owner and perhaps a few people in the company because they live it every day. That is usually not the case for everyone in the company. Having a 3rd party help refine and document the plan clearly can be helpful for everyone. This is the easiest of the challenges to overcome.

Reactive Recruiting: Because running a business is so demanding often the "people processes" such as recruiting, reviews and training get pushed to the bottom of the list. Breaking this cycle is challenging but well worth the effort.

Herding Cats: Aligning everyone in the company is a never-ending processes and very difficult – you will never be at 100% but the closer you come the better your company will run. Regular reviews with individual action-driven goals followed up by regular communication will align the team.

▶ The Process



Strategy needs to be aligned with financial and IT system architecture.

Analyze where your team is at today and what it will need to look like to execute your strategy.

Organizational goals and planning need to flow seamlessly to the recruiting process.

Aligned personnel goals need to be supported through training and coaching.

Individual, team and company progress needs to be measured regularly using feedback from financial systems.

A Hands-On Approach

