



Transformation^{on}point
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The Art and Science of Making Transformational Choices.



DEFINE



ALIGN



EXECUTE

THE FIVE ESSENTIALS OF PERFORMANCE MANAGEMENT

The importance of an effective and efficient performance management system increases as organizations grow and become more complex. The five essential elements of an effective performance management system are:

1. Strategic Alignment

Working in a matrix structure is often described as frustrating. This frustration arises from the perception that the structure produces chaos. Both traditional and matrix structures involve navigating the “white space” on the organizational chart. This requires developing relationships across the organization, identifying interdependences, and effectively negotiating how those dependencies are managed. This involves being organizationally aware of the dynamics impacting other parts of the business and how the choices in your domain of influence and control impact their success and vice versa. Additionally, it involves collaborating on priorities and how resources will be leveraged to achieve those priorities.

2. Clearly Defined Objectives

Organizational effectiveness is measured by intended and unintended results. It is the coordinated effort across an organization that reaps the best results for the organization. This takes effort and resiliency. Building your resiliency involves understanding what brings you energy and what drains your energy. The biggest drain is associated with your attitude and thinking about working collaboratively. If your attitude is positive, working collaboratively will become a way of life and it will bring you energy because you are more focused on the benefits than the level of effort required to achieve them.

3. Results Focus

You can color outside the lines if it is for the greater good. Empower yourself to think outside the box independently and collaboratively. Don't allow yourself to be constrained by rules that lead to poor choices for the organization. Challenge the rules independently or build a coalition that pushes back in order to do what is in the best interest of the company. Every day is an opportunity for you to maximize your value and contribution by giving yourself permission to do so.

4. Monitoring and Timely Feedback

Don't try to boil the ocean. In a matrix structure, you will likely have multiple reporting relationships and competing priorities. Don't be bashful about pointing out conflicts but make sure you bring forward proposed solutions. This will involve doing your homework to clearly articulate the nature and dynamics of competing priorities and the impact. It will also involve making recommendations on how to overcome the conflicts and the tradeoffs that may need to be made. This puts you in a position to position your own solutions without having them dictated to you.

5. Accountability and Consequences

Businesses and organizations have their own unique dynamics. There is a rhythm associated with how things get done. This does not suggest that the rhythm makes pleasant music, but it does suggest that the human element has learned to work within the rhythm as chaotic it may be. Focus on the part of the rhythm that creates harmony and produces effective results. Working in a matrix structure is often described as chaotic. This can be attributed to the perception that it is management by exception with lots of exceptions. The key is to see beyond the chaos to identify the rhythm that is working and to recognize the exceptions that are not. Then you have two options. The first is to redesign the process to smoothly accommodate warranted exceptions and the second is to design the exceptions out of the organizational process.

If you have any questions please contact Kevin King at info@transformationpoint.com or visit <http://blog.transformationpoint.com/>.



GETTING YOU TO THE HEART OF THE MATTER

What we do is assist our clients in seeing challenges and opportunities from a new perspective so that they can align their resources to achieve breakthrough results. Transformation Point will work with you to shift your thinking and improve your results.

Our consultants have more than 25 years of experience and are proven experts in their fields. Our client focused and transformative service delivery model results in commitment and success for our clients.

At Transformation Point, our approach is twofold: (1) accurately identify the dynamics that have led to current results, (2) facilitate you in achieving alignment and commitment to a new approach. The result is increased effectiveness for you, your team, and your organization. Our consultants will collaborate with you to get to the heart of the matter and the actionable solutions that your people will be committed to.

We are a proven and client-oriented professional services partner, specializing in:



DEFINE

- Cognitive Style and Personality Assessment
- Business Dynamics & Simulation
- Functional Analysis Systems Technique (FAST) Modeling



ALIGN

- Facilitation
- Team Development & Turnaround
- Leadership Development



EXECUTE

- Executive Coaching & Management Advisory Services
- Change Management
- Performance Management
- Enterprise Excellence

We invite you to find out more about our extensive array of services at <http://www.TransformationPoint.com>



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