

# Business Strategy & Execution Consulting Services

## Executing Strategy: Performance Management

- Overview:** This service provides the design of a customized performance management system. This system will be based on objectives (what), competencies/behaviors (how), and the organizations unique value system (why).
- Focus:**
- Gathering data on performance.
  - Identify corporate goals.
  - Determine core competencies and behaviors.
  - Develop metrics for measuring performance.
- Target Group:** Senior management in Human Resources, OE or OD.
- Format:** Interviews, assessment, design on a project basis.
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## Organizational Design

- Overview:** Organizational Design is a process in which a GlobalEdg consultant will work with a senior team to help assess organizational challenges and put new structures in place.
- Focus:**
- Conduct interviews with key stakeholders to determine what is working, not working, and missing in current organizational structure.
  - Prepare findings and review with leadership.
  - Facilitate working sessions with key leaders to:
    - Create vision of future state, 90-day deliverables and accountabilities.
    - Identify “value-creating” activities.
    - Identify and align processes that efficiently deliver value-creating activities.
  - Help in design of organization and identify needed capabilities around mapped processes.
  - Support the alignment of talent best suited to existing roles.
- Target Group:** This customized program is suitable for any group or team who require coordinated action to produce results, from senior executives designing the future of the organization to project teams.
- Format:** Usually 60 - 90 day projects