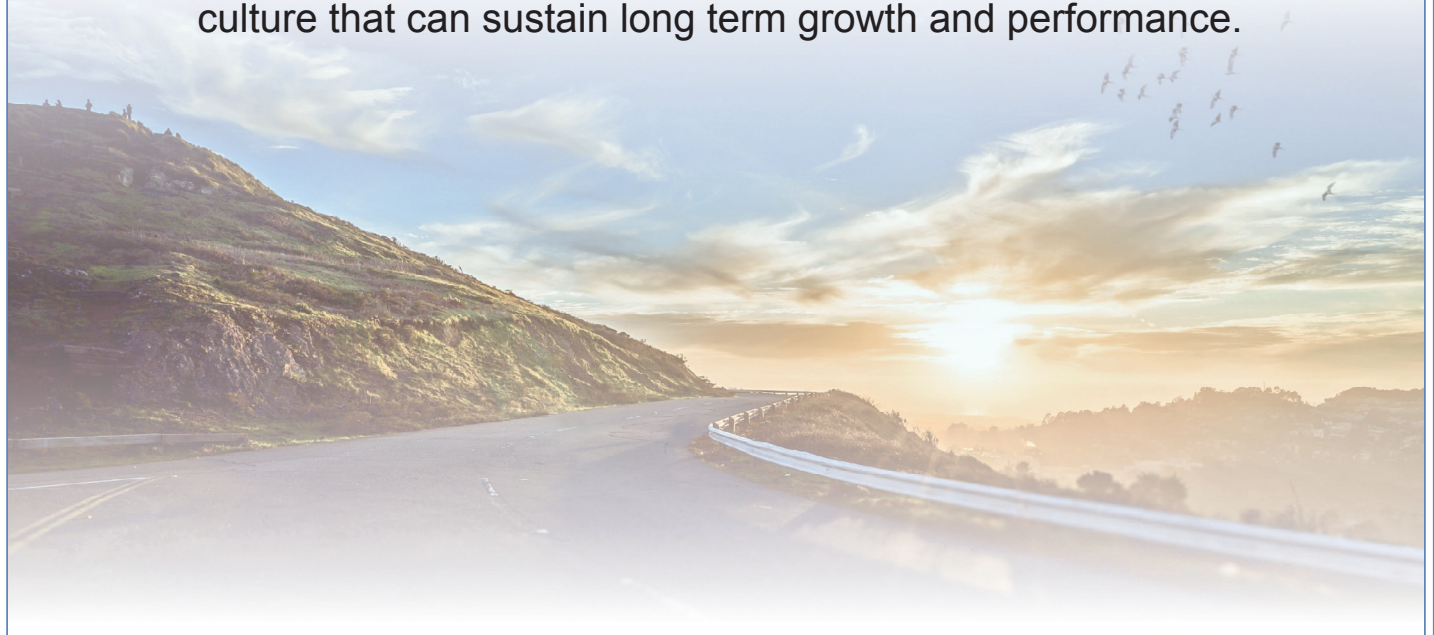




# Business and HR Consulting

## Start Envisioning Your Future

Envision Strategic Solutions helps organizations drive optimal performance by focusing on the people processes and systems that drive high performance. The outcome for the organization is a clear roadmap that when executed will lead to a healthy company culture that can sustain long term growth and performance.



## THE MODEL:

To achieve sustained high performance, an organization must be healthy. But what makes up a healthy organization can be confusing and often we focus on the wrong areas or too many initiatives. The road to a healthy organization therefore needs a map. To get where we want to go, we start by understanding where you are today and “Envision” the desired future “location”. This organizational assessment will identify what is most important to the organization as well as how skilled you are at managing each area.

## THE ASSESSMENT:

The categories below are all connected and will be evaluated holistically to create the balance needed for organizational health. Some organizations may choose to focus on only one or a few of these categories based on their business needs.

**CULTURE** Who are we? What is our purpose? How do we serve and why? Do we have a vision for our organization and how is that communicated to our people, customers, vendors, and community?

**PEOPLE** Who do we need on board to serve our customers? How many and when do we need them? How do we find them? What skills do they need to have to perform? How do we acclimate new people to our culture? How do we communicate with our people?

**WORK** Are work duties and responsibilities clear and understood? Do the duties need to change or be better articulated? How are people performing compared to expectations and do they know them?

**REWARDS AND RECOGNITION** How do we show appreciation and reward our people for serving? Is their pay fair and competitive? Do we offer the right balance of benefits that are meaningful to our employees? Do we say “thank you” in an impactful positive way? How do we communicate this?

**DEVELOPMENT** What do we do to help our people improve what they do today and tomorrow? Who needs development and what do they need? What will drive improved performance and who's next?

**STRUCTURE** Do we have the right organizational structures in place to effectively and efficiently serve and meet objectives? Is it simple and clear? Do people know who they work for and who they serve? Do I know how to network throughout the organization?



## THE ROADMAP:

The result of the assessment will be an Organizational Roadmap which provides clear, targeted direction on what to focus on and when. The goal is to enable the organization and leaders to effectively and efficiently lead and operate a healthy long term successful business and therefore achieve the desired Vision.

**To learn more about this solution, please contact Envision Strategic Solutions:**

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