



***A Knowledge Sharing
Partnership***

Vision

Approach

Services

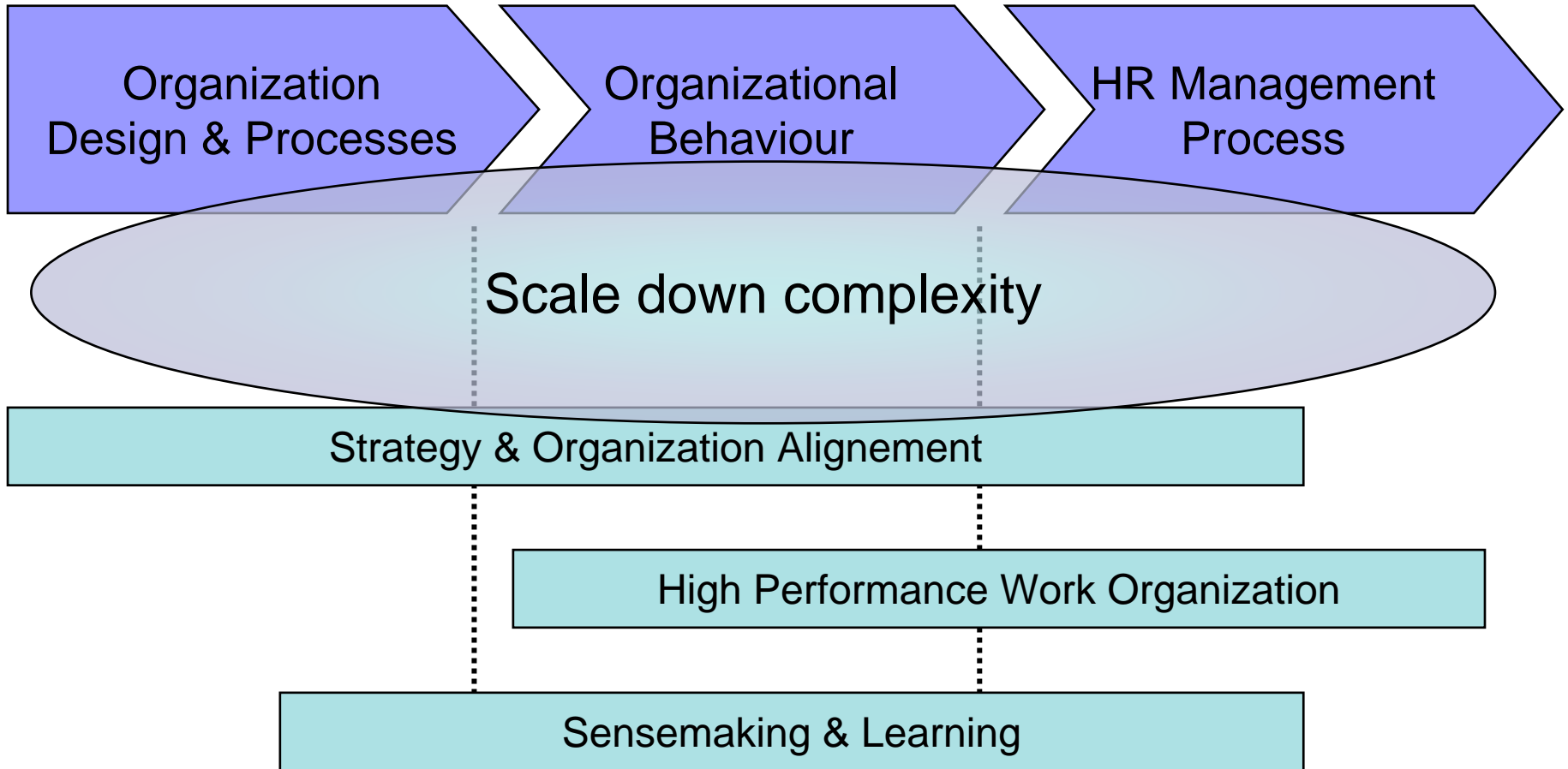
june 2007

Knowledge Sharing Partnership: values and approach

- Project as a knowledge sharing context, clients as partners
- Tailored, not product-based, approach to human capital development
- Merging your contextual experience with our perspectives on research and innovation
- Tangible contribution to your strategic goals' attainment
- Consulting and learning integration



Vision and services - overview



Scale down complexity: value is created in decisions!

- A key problem for Top Management lays in developing a methodology for relating decisions in People Management & Strategy (comprising issues like organizational design, process management, and human resource management) to business goals
- Everybody acknowledges that in fast changing and competitive markets business value is created through people and the way they act together, nevertheless business consultants and internal function are still organized along specialist practice line, failing to grasp the complete picture
- KS-P is the answer since we focus on simplicity, helping Top Managers in identifying the limited set of key issues and relating them to immediate and concrete actions



Scale down complexity – methods & tools

- Match Business Strategy and Architecture/ People Strategy adopting a Multiple Congruencies Model
- Re-model Architecture/ People Strategy actions according to priorities
- Identify Key Levers in Architecture/ People Strategy deployment
- Develop Business Intelligence processes to dynamically focus Architecture/ People Strategy decisions on Business Goals
- Activate internal continuous improvement processes and develop internal resources



Strategy & Organization Alignment

There is no point in addressing organizational issues without a detailed knowledge of business goals and a concrete grasp of the relationship between technical intervention and market results

- Identify key leverage points within organization to improve business results
- Design organizational structures, processes, and roles consistent with both strategy and competencies detailed
- Support decision-making processes at the top with hands-on knowledge of organizational processes



High Performance Work Organization

Human capital development is the key issue toward an effective and cost-aware organization. Employee empowering and involvement in decisional process, continuous learning and one-2-one engagement are the main ingredients. Companies need customized solution to really become what we call High Performance Work Organization.

- Assess the existing organizational environment, design & develop a specific framework for transition to HPWO within single units or across the entire organization evaluating potential gain
- Create a One-2-One organization by implementing diversity management values and tools and leading edge models (Relational Job Design, Job Crafting, ...)
- Assess and design HR Management process and tools aligned to company people management strategy



Sensemaking & Learning

To achieve real leverage, learning activities have to be strictly and effectively integrated with company distinctive vision, business strategy and a people management model. We consider learning as a setting to establish, reinforce and sharing the organizational sensemaking before, during, and after change.

- Act as an interpreter of change and help rationalize organizational processes at different levels (CEO, Top Management, Teams, etc.)
- Predominant cognitive map survey and learning needs assessment
- Design & deliver learning programs to support change processes by blending approaches
- Propose cutting-edge new ideas and hints on the evolution of organizations and businesses (metaverses, technological innovation, etc.)



Our clients by industry

Energy & Utilities



L'ENERGIA CHE TI ASCOLTA.



Manufacturing

FIAT
GROUP



Others

Unione



Insurance

UNIPOL
ASSICURAZIONI



No profit

