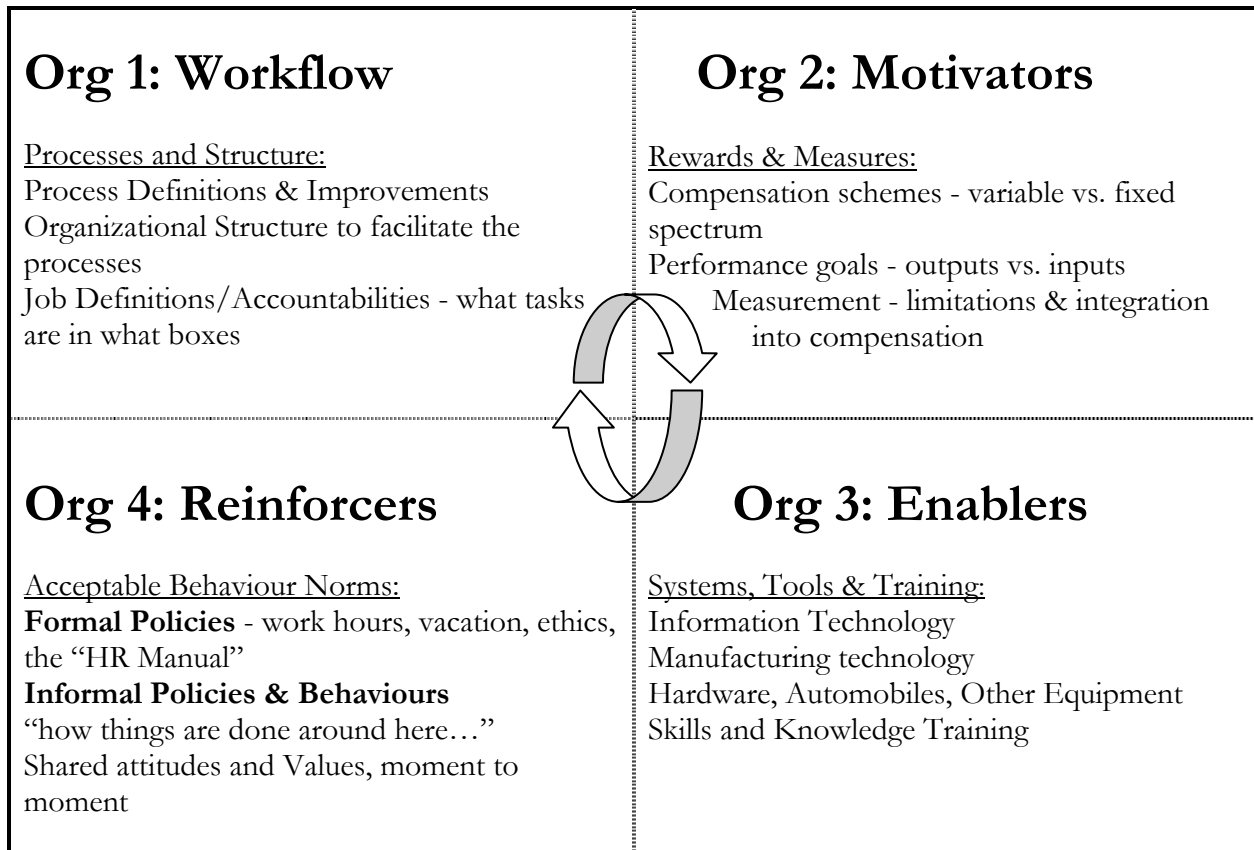


Four Org's Model©

A Framework for Successful Organizational Change



Model Foundations:

1. Organizations operate as an 'ecosystem' that automatically stays in balance.
2. Organizational change must be introduced in Order of Priority from Org 1 to Org 4.
3. Change in one Org, without compensating changes in the other Org's will likely result in a failed change effort.

Key Challenges to Organizational Change:

Org 1: Workflow - reengineering key processes; Optimizing structure, levels, job definitions to facilitate the processes
Org 2: Motivators - finding the balance between individual and team performance; and s/t vs. l/t performance in pay systems,
Org 3: Enablers - 'systematizing' the process to make it easy; training new skills needed to execute the processes; providing tools needed to execute the work
Org 4: Reinforcers - top management embracing new values and walking the talk; overcoming executive shifts in political power; overcoming employee attachment to old skills, fear of making mistakes/job insecurity



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