

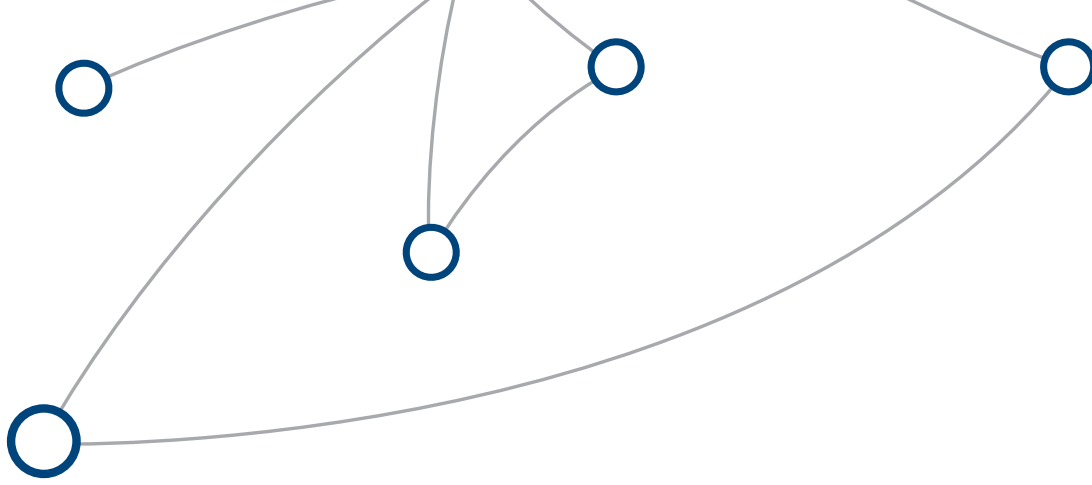


Human Performance Improvement

Get the best from your
greatest asset - people



holocentric®
Shape Your Future



Get the best from your greatest asset - people

Holocentric Modeler allows you to understand and manage how people and groups combine and interact to create business value.

All businesses are human performance systems - the success of every aspect of your business depends upon human input.

Indeed, a McKinsey Quarterly recently reported that “IT expenditures have little impact on productivity unless they are accompanied by first-rate management practices”.

Clearly, encouraging the best from your people is essential for every business. Holocentric Modeler helps you solve one of your greatest challenges - **aligning your people’s capabilities, responsibilities and motivations with your business goals.**

Living model of your organization

Because human systems are so complex, getting the best out of your people means understanding the individuals and groups that comprise the system, and how they interact.

This complexity demands management at every level of the organization – from individual roles up to complex networks of people. Holocentric Modeler allows you to create a living model of your organization, which relates roles to business operations and organizational goals. This helps you map how individual roles and groups produce business value.

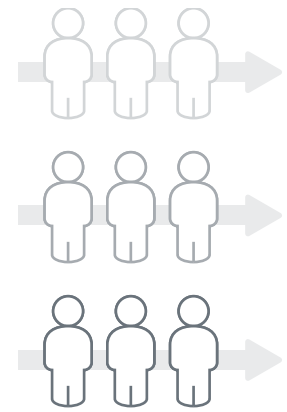
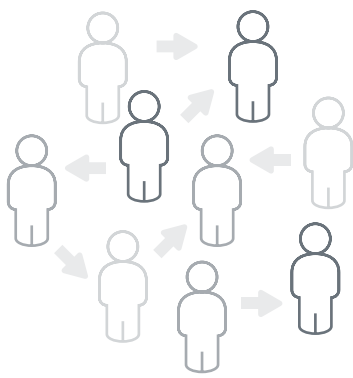
Make the most of your people with Holocentric.

People can't be programmed

One of Holocentric Modeler’s key strengths lies in recognizing that people can’t be modeled like technology driven business processes. The behavior of such complex systems can’t be prescribed and organizations can’t be “programmed” like a computer. Instead, Holocentric Modeler empowers you to create incentives and KPIs that combine to encourage a better alignment of management responsibilities and rewards to drive your business towards the desired direction.

However, to work properly, such incentives must be meaningful to people. Holocentric Modeler allows you to **tailor incentives** to individuals, departments and divisions according to their skills, capacities and motivations.

¹ Dorgan, Stephen J & Dowdy, John J. “When IT lifts productivity”, The McKinsey Quarterly, Number 4 2004.



Modeling individuals

Holocentric Modeler allows you to effectively manage individual roles by supporting:

1. **Capability management** – align people's capabilities with their operational responsibilities.
2. **Task support** - ensure individuals understand all required procedures and can recognize the work inputs that require their action.
3. **Performance management** – document performance expectations for different roles and reconcile these with individuals' capacities.

Modeling human networks

A key feature of human performance systems is how creativity emerges through cooperation. Therefore, managing individuals is not enough. Human performance must be managed at the group level as well.

As your organization evolves, either through growth or mergers, divisions of labor emerge. This is best handled with formal matrix management structures to deal with the increasing complexity.

Yet one of the major sources of internal friction in an organization is conflicting instructions from different lines of management. By using Holocentric Modeler you can **map lines of accountability** to reveal any conflicting objectives. You can then balance the competing authorities in line with the overall organizational objectives.

Leverage communities of practice

Equally important to formal structures are informal structures - particularly communities of practice. Much of your organization's creativity and flexibility lies within these informal communities.

Holocentric Modeler can map the intangible bonds between individuals that self-generate to cross organizational boundaries, identifying communities of practice and how they support your organization's performance. In addition to process improvement, you can implement competency improvement within and between communities of practice.

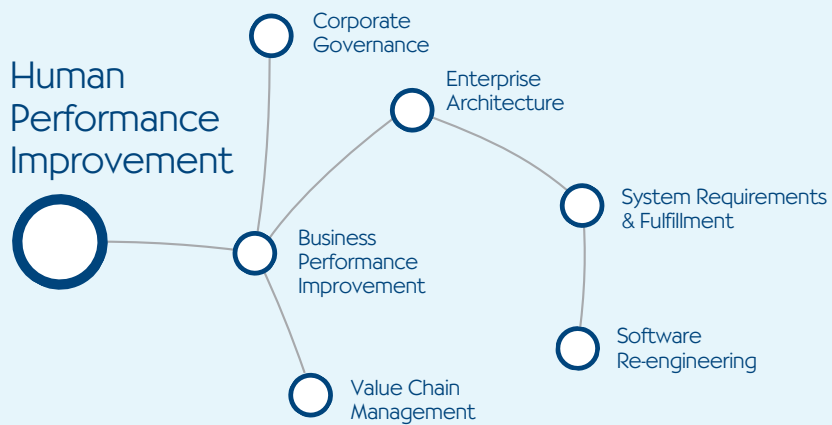
Holocentric Modeler helps you get the best from your greatest asset -

Contact Holocentric to find out how.

Holocentric Modeler helps you:

- identify and get the most from your communities of practice
- align people's capabilities with their operational responsibilities
- identify conflicting directives in matrix management structures
- provide task support for people, helping them focus on their key role requirements.

Holocentric Solution Areas:



Shape Your Future



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