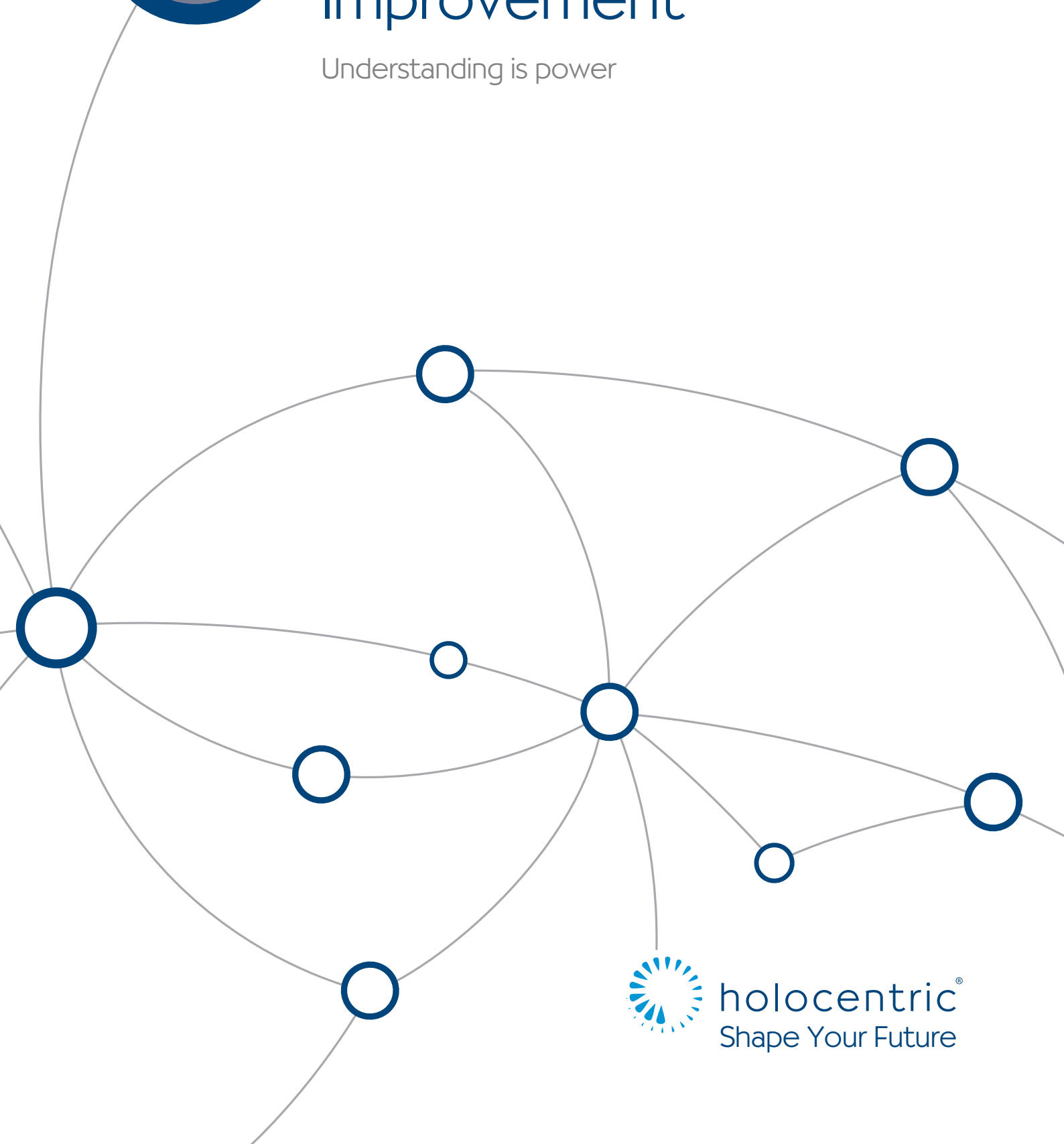


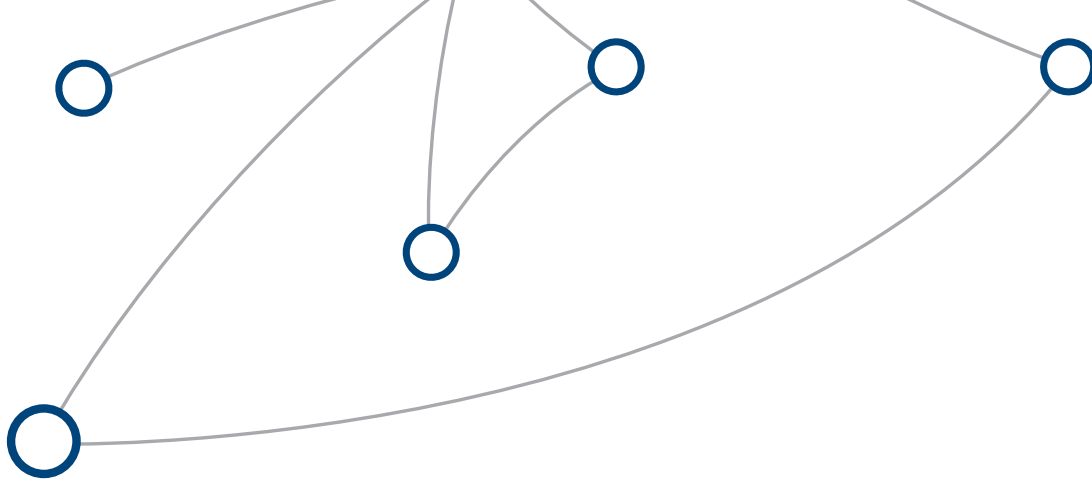


# Business Performance Improvement

Understanding is power



holocentric®  
Shape Your Future



## Understanding is power

Holocentric is a tool for modeling, understanding and improving business performance. It uses visual models and process simulation to help you align your business processes with your strategy.

One estimate suggests **70% of business process re-engineering projects don't meet their goals**<sup>1</sup>.

Holocentric give you the tools to get performance improvement right. Holocentric Modeler is used to create a **living model of your organization** that represents its processes, people and information, mapping the relationships between them.

Holocentric creates a living model of the organization, enabling visualization and simulation of business processes, so they can be aligned more closely with strategy.

## Align strategy with process

Even the best business strategies flounder if not implemented correctly. Holocentric Modeler illustrates how effectively your strategy is being implemented in practice. This clarity of vision helps you **close any gaps between what happens in the business and what ought to happen**.

Holocentric Modeler assists organizations to implement their strategies around operational and legislative constraints, and make informed decisions about risk. It provides strategic oversight so that different parts of your business can be effectively integrated.

For example, one Holocentric customer used the Modeler to confirm assumptions behind the decision to purchase a new ERP module. After creating the model, they quickly realized the module wasn't even required because another department already had it! This went unnoticed for 18 months because a holistic view was unavailable – analysts were unable to 'join the dots'.

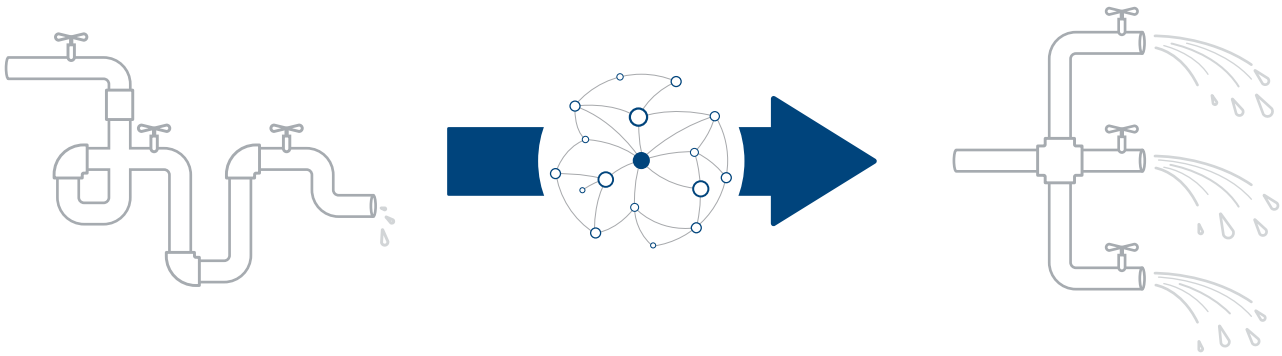
## Track value chains across the organization

Ideally, business processes should be improved as an integrated whole, rather than in isolation. For example, corporate policies may choose to reward those responsible for increasing the number of widgets made. Yet this increase has been at the cost of quality, compromising brand perception, while the sales department can't move the increased numbers anyway.

Obviously, incentive structures have the potential to misdirect performance improvement efforts if not properly considered. Holocentric makes it easier to integrate improvement targets and incentives with the business strategy and relate the results directly to processes and people.

A Holocentric model provides a common view of how an organization works across different stakeholders. Value chains that flow horizontally through the business can be mapped against departmental silos, showing where value is added across business processes and within departments.

<sup>1</sup> Bashein, Barbara J., M. Lynne Markus, and Patricia Riley. "Preconditions for BPR Success." Information Systems Management 11.2 (1994): 7-13.; Hammer, Michael, and James Champy. Reengineering the Corporation. New York: HarperCollins, 1993.



This cross-reference between integration and specialization helps the organization recognize the interdependencies critical to business performance.

## Change with people, not against

A visual model of the business engages all stakeholders, allowing individuals to visualize how their responsibilities contribute to the entire process. Your people are more likely to take ownership and embrace change because they better understand the purpose of change and their role in it. Performance improvement becomes something done with staff, not to them, giving you **greater buy-in and support**.

## Benchmark against best practice

Furthermore, Holocentric allows comparison of the organization's process models against best practice benchmarks.

Holocentric Modeler can help:

- Reconcile internal business process with corporate policy, industry best practice and legislation
- Improve change efforts by channeling creative thinking to the most fertile areas
- Relate processes with core organizational obligations for compliance management.

Holocentric can also run **scenario modeling**. The merits of proposed improvements can be tested and the impact on KPI's, profitability and people's roles can be measured. Holocentric can predict how a change will ripple through an organization.

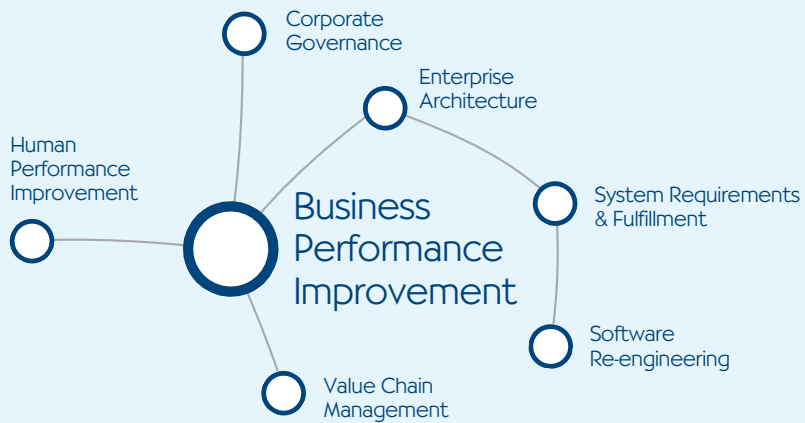
Holocentric helps you understand the true cost of change, both deliberate and unintended.

**To find out more about getting performance improvement right**, contact Holocentric.

### Holocentric improves business performance by:

- Explaining in visual format how the organization works, giving strategic oversight and a better understanding of process interdependencies
- Benchmarking processes against industry best practice for strategic improvement
- Simulating business processes for measuring the costs of proposed change
- Aligning process with strategy – finding out if what is happening in the business is what should be happening.

## Holocentric Solution Areas:



# Shape Your Future



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