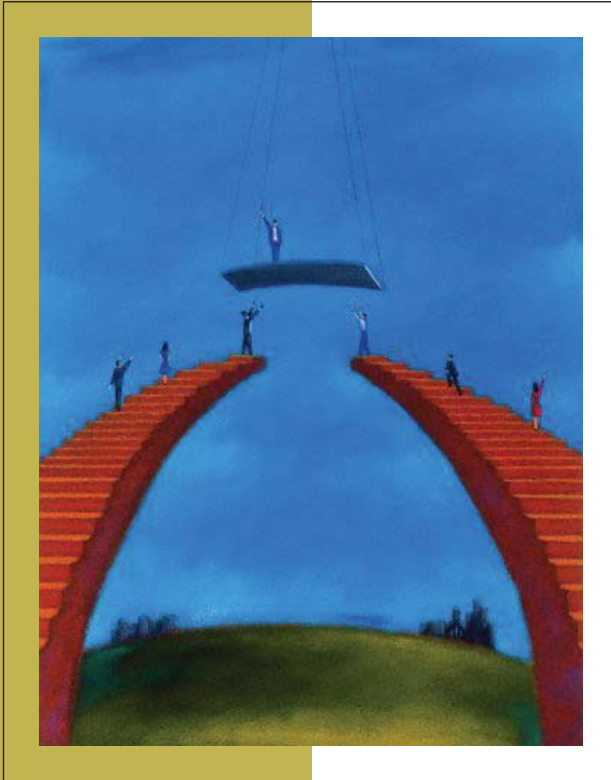


Developing Organization Effectiveness

Just as individuals within a group need to collaborate efficiently and effectively, so must groups within an organization. Very often, issues of competing interest, control of resources, ill-defined expectations, lack of role clarity, or changing responsibilities can produce cross-functional groups that spend a vast amount of effort together, but with less than optimal productivity.



Samuel R. James and Associates works collaboratively with the individuals within these groups to help uncover the core concerns and issues that are causing this lack of efficiency and preventing them from achieving their ultimate goals.

We perform comprehensive reviews of the groups in question and compare their processes against their goals, helping them to understand the root causes of these conflicts. We then help them to define and construct an action plan for working together more effectively.

We start our process by determining what will be required for the group's productivity to meet or exceed the organization's expectations? Secondly, we determine if there are clearly defined roles within and between each group that enhance each member's skills and promote group interdependence. Next, we examine their processes to ensure that decisions are being made, meetings are being scheduled, and member's personal learning and welfare are being enhanced. Finally, we uncover any personal conflicts that need to be addressed independent of the group's process.

Just as individuals within a group need to collaborate efficiently and effectively, so must groups within an organization.

Whether it is resolving the issues between an executive committee, operating committee, or different functional groups within the organization, we are able to deconstruct the problems at hand and bring to light the factors that need to change in order for the groups to work together successfully.



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