

**STRIPmethod®**

# Organizational Development Creating and Realizing Perspectives

## Challenges

The vibrancy of an organization demands continual renewal as businesses and processes are subject to constant change. The economic environment is continually evolving. Developments on the market, changes to regulatory requirements and technological progress call for the continual adaptation of successful market participants. Changes in market needs can otherwise lead to an imbalance in the distribution of tasks. Organically evolved organizational structures can contribute to inefficiencies and conflicts. Through fluctuation, promotion and also leadership, tasks are newly distributed, newly defined or simply newly interpreted. External influences and internal change continually reshape the three most important components of a corporation's organization:



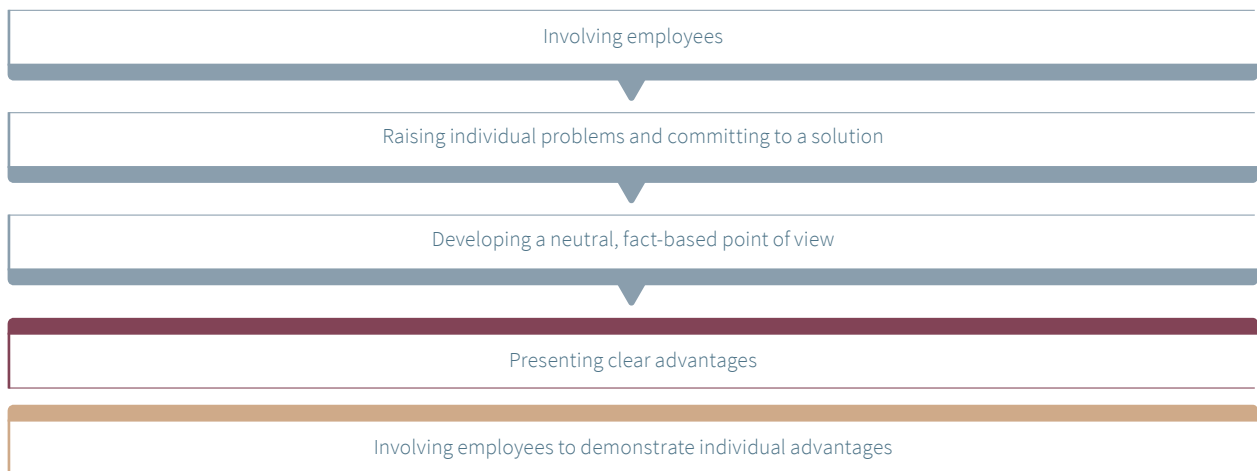
The organizational and operational structure should always be designed to best meet market needs. The consequence is an imminent need for the organization to change. Once the need to change has been recognized, employees must be released from existing structures and transferred to new structures. For employees, however, release from existing structures means giving up seeming reliability. Thus, perspectives demonstrat-

ing the opportunities and value of the changes must be created. Establishing new structures requires a change of habits, but habits can only be modified when alterations are accepted by employees.

## Approach

Only through well-directed supervision and by addressing the changes directly can you and your organization work efficiently. Using the STRIPmethod® the change management process can be efficient, cost-effective and quick. Four important success factors for carrying out the reorganization can be derived from the challenges described:

- 🌀 Involving employees in developing the solution and having active management participation, particularly in forming new structures.
- 🌀 Creating a neutral, fact-based point of view that is clearly-structured with a rapid plan of action.
- 🌀 Raising individual problems with open communication of basic conditions and targets.
- 🌀 Presenting clear advantages.



Source: Synpulse

## Solutions

The STRIPmethod® identifies the potential for improvement and optimizes the organization and processes for the task at hand. Optimization is based on a fact-oriented bottom-up analysis with active involvement of management and staff. A target-oriented, clearly-defined procedure enables fast implementation. STRIPmethod® projects are carried out in three phases: Analysis and solution definition (ASD), implementation of the organization (I&BEP), along with simultaneous process analysis and finally the implementation of the processes (BE). The STRIPmethod® has proven itself in practice many times, leading a straight path through the restructuring of an organization and processes. Every project phase has clear targets and deadlines.

## Advantages

A methodological approach to change processes creates a win-win situation for all involved. The advantage of the optimization itself comprises:

- 🔄 Increased productivity and reduced cost for work tools
- 🔄 Increased flexibility in production/services
- 🔄 Adequate cost and requirement-optimized task-sharing according to employee job specifications
- 🔄 More flexible staff deployment, increased employee satisfaction and a reduction in employee turnover

Using this method, work tools and job specifications are aligned to existing tasks. Involving employees ensures that all available know-how is used for the realignment. At the same time, employee motivation is strengthened as their perceived problems are dealt with.

## Expertise

A significant attribute of Synpulse's competence lies in its implementation experience in organizational development. Synpulse has a long tradition in this field for the financial sector and has also assisted in numerous projects in the following areas:

- 🔄 Competence conflicts and inefficiencies
- 🔄 Differing remuneration and incentive programs
- 🔄 Employee dissatisfaction and high cost pressure
- 🔄 Insufficient risk management and inconsistencies in compliance understanding
- 🔄 Uncoordinated international activities

In addition to strategic expertise, the consultants deployed have many years of experience using the STRIPmethod®. This implementation experience allows Synpulse to competently and unerringly bring organization development projects to successful completion.

