



# Organization Performance by Design™ Workshops

## ePM's OPD™ Workshops enable companies to overcome the most common source of business uncertainty – human performance

Business leaders often struggle to design organizations that deliver predictable and profitable performance. Even the best organization development methods fall short when decisions are based only on experience and available talent.

ePM's OPD™ workshops teach the science and methodology to *engineer* superior organization performance. Our unique and proprietary approach uses simulation models, expert facilitation, scenario planning, and virtual team rehearsals to design exactly the right organization for the work. Participants truly understand human performance drivers, minimize uncertainty and maximize business value.

### Major Capital Projects

These workshops are designed for the owners and leaders of large-scale, complex capital projects. We show you how to *engineer* exactly the right organization for every phase of your project.

### New Project Design

Start your major capital project right by building the foundations of success into the DNA of your team. This workshop improves on best practices in project management by engineering and testing the performance of the organization against the work breakdown structure. It addresses the key drivers of human performance including structure, work processes, communication, team interfaces, and managing phase transitions. OPD™ enables you to safely uncover and correct design flaws and weaknesses up front, rather than waiting for an execution breakdown to occur.

### Transition Readiness

Project phase transitions are fraught with risk. Transition planning often begins too late and fails to fully account for how much the team must adapt to changing work scope and processes. This workshop builds upon basic organization engineering to help you lead successful phase transitions by proactively adapting your teams to evolving work and business needs.

### Project Performance Improvement

Major capital project organizations are usually made up of people from different companies, locations and cultures. Getting such diverse teams to work together predictably is a formidable challenge. The *Team Integration Workshop* enables workers to locate themselves within the project and understand how their responsibilities and behaviors must mesh with others'. It shows leaders how to build strong, efficient team-to-team interfaces and develop collaborative work environments.

Leadership effectiveness is maximized when managers view the organization as the context for their leadership. The *Leadership Development Workshop* is designed to bring managers face-to-face with the realities of the teams they lead and help them creatively explore alternative leadership processes and styles. Optimal performance results when leadership is synchronized with the work and needs of the organization.

### Process Facility Turnaround

Facility turnarounds put time, money and safety on the line. Highly-reliable plans are critical, but too-often depend on an incomplete understanding of human performance. The key to predictable outcomes is to optimize the organization for the work and this high-pressure, high-risk environment. This workshop provides a safe environment to rehearse, stress-test, and contingency-plan every aspect of your turnaround. You can be prepared for every conceivable problem and condition.



## Business Transformation

Your plans, strategies and operations must constantly anticipate and quickly adapt to changes in the marketplace. Business transformation workshops help you meet the most pressing challenges of creating positive and sustainable improvements in performance. They enable you to engineer, rehearse and stress-test new business models, processes and organizations before implementation. Avoid repeated adjustments and corrections that sap time, money, confidence and morale.

## Organization Engineering

This workshop teaches the essentials of building predictable performance into the organization. It applies to businesses of any size, scope or mission. Learn how to optimize the fitness of your organization for the work and test its readiness. Avoid the costs of continually adjusting the work, redesigning the organization, and replacing people who “aren’t working out.” This workshop is recommended for businesses that are restructuring or reengineering in the pursuit of step-change performance improvements. It complements benchmarking and best practice studies by showing you how to achieve those general performance goals with your specific team and processes.

## New Ventures, Mergers and Acquisitions

Bringing two different business cultures together is a formidable and frustrating leadership challenge. Business literature is full of examples of how poorly-understood organization dynamics have foiled the brightest and most-experienced executives. Learn how to scientifically engineer predictable performance into the organization structure, build effective communication systems and overcome cultural barriers.

## Change Management

A quantitative understanding of the relationships between organization structure, work and performance forms a powerful basis for an engaging and effective change management program. Learn how to make change management a thoughtful, effective and positive experience for your team by understanding and exploiting the organization’s inherent mechanism and abilities for communication, decision-making, and collaboration.

## Safe and Reliable Operations

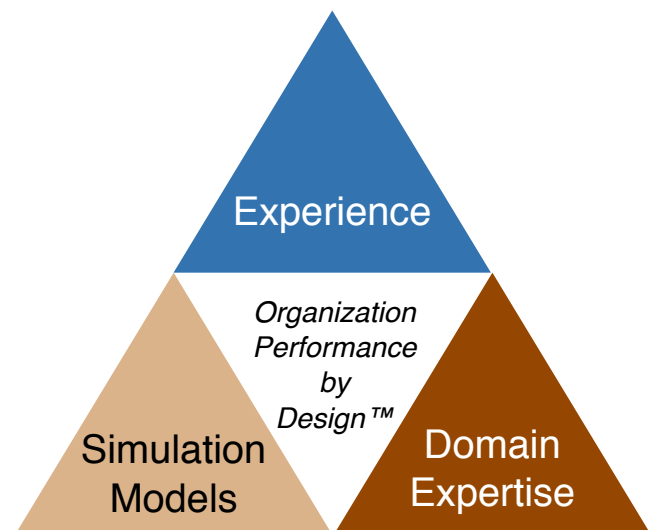
Engineered integral reliability is the focus of this workshop. Explore the relationships between organization structure, information, management commitment, employee engagement and a safe and reliable operation. Align work, people, leadership and information to create an environment where the best possible decisions are made in every moment.

## The ePM Advantage

Organizations can be optimized. ePM combines simulation science with the discipline of organization development to help you achieve game-changing team performance.

Our patented SimVision® technology is the first and only commercial simulator of team behaviors. It is the result of 25 years of research by Stanford and other universities and 10 years of application by ePM in myriad industries.

For more information, please visit our web site at [www.epm.cc](http://www.epm.cc) or e-mail [marketing@epm.cc](mailto:marketing@epm.cc)



*Simulation science amplifies the power of experience and expertise. You achieve predictable and profitable team performance.*

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