



A Scientific Approach to Organization Capability and Readiness

Can your organization get it right the first time?

Is your team fully prepared for its next big challenge; the next phase of your major capital project, new product launch, or the new venture you're creating? What if you could...

- Assemble 100 people to work together for the first time and take a new product to market 20% faster than usual without sacrificing quality?
- Cut operating expenses, improve quality, and accelerate decision-making time by 80%?

ePM's clients achieve results like these by using our cutting-edge organization engineering methods. They optimize their organizations' capability and readiness.

Who Shows Up?

Most companies base their organization plans on experience, benchmarks and best practices. Those retrospective guidelines all share a serious flaw: your team and its work are different from those that were the basis of the guidelines.

People are the greatest single source of business variability. No two organizations are identical. What is your team actually capable of? Can their performance exceed the benchmarks?

Best practices are conditions associated in the past with good results. They don't cause good results simply by being present.

The key to achieving predictable business results is designing a plan to fit the people you actually have on your team. You cannot assume you will be successful simply because you have done the things that led to success in the past.

It's Not a Personnel Problem

Managers have come to accept the idea that tinkering with the organization, continually replacing people and teams that "are not working out," is inevitable. This situation is not necessary.

In our experience, most new organization designs are

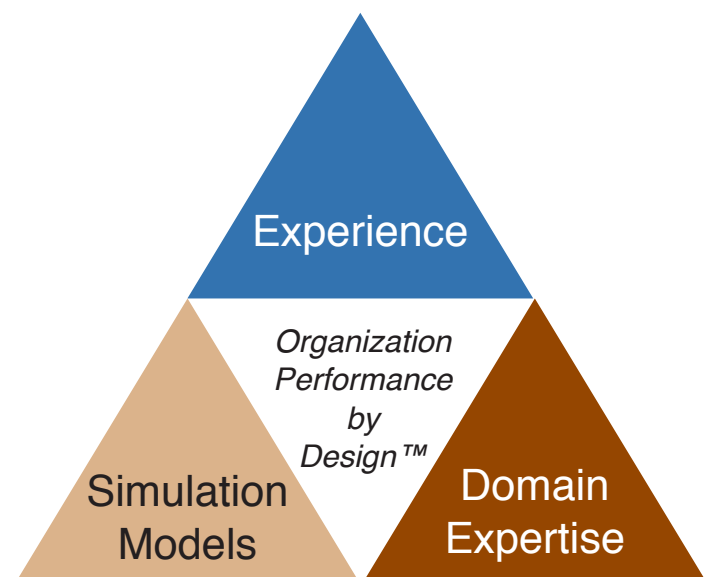
Business leaders seek out ePM for game-changing organization performance

- Increased revenue by \$100 million
- Shortened project schedules by 25%
- Cut product development cycle time by 40%

only about 60% to 70% correct. What look like personnel problems are often the result of misalignment between the organization and the work. For example:

- People with offshore construction experience are assigned to an onshore project
- A person who has succeeded on \$10 million projects is assigned to a \$100 million project
- A person is assigned to a position for which they are not fully qualified as an "opportunity for growth"

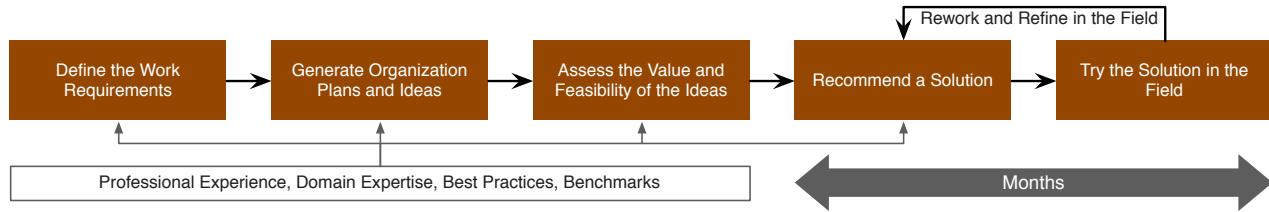
A mismatch between work requirements and personal capabilities results in a 15% degradation of performance and productivity. These penalties are cumulative when multiple mismatches are built into the organization plan.



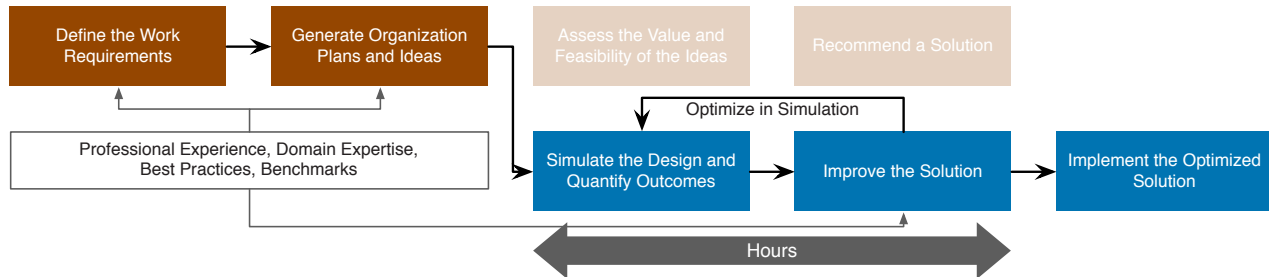
Simulation science combined with experience is a powerful management weapon. You can stress-test, refine and optimize your ideas without putting your business at risk.



Reworking and perfecting the organization design in the field wastes time and money



Optimize and prove the solution before implementation – get it right the first time



ePM's "organization wind tunnel" compresses months of trial-and-error into hours of scientific design and analysis

Optimize the System for Predictable Results

ePM uses powerful simulation models to test your team's ability to actually execute the plans that experience says *should* work. You can use our models to optimize the fit between your people, processes, leadership and information. Your business results will be predictable and reliable.

Rehearse the Cast Before Opening Night

If you were producing a play, your cast would rehearse for weeks before opening night. You would make sure that

all the actors were working smoothly together. All the potential problems would be uncovered and fixed in a safe, risk-free environment.

Why not do the same thing for your business? Simulation models allow you to rehearse your entire operation or project many times in just a few hours. You will be confident that your team can meet their big challenge successfully.

The ePM Advantage

ePM combines science and experience to engineer high-performance organizations with precision and reliability. We use powerful, proprietary simulation technology to quantify and mitigate organizational risks. We facilitate team coordination and communication to ensure everyone understands goals and expectations. We help leaders to elicit superior performance from their teams.

About SimVision Technology

ePM's 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 or e-mail marketing@epm.cc.

Clients praise ePM's results

"This is one of the best management decisions that I've made. Working with ePM allowed us to deliberately and effectively manage the growth of our organization."

– ConocoPhillips Business Unit President

"ePM was instrumental in helping us form our project organization. Their workshops were particularly effective in aligning our entire team on goals and processes."

– Chevron Facilities Project Manager

"The bottom line: the project simulation provided actionable insights subsequently validated by actual experience. It is highly recommended for future NASA use! Simulation insights were uncannily accurate!"

– NASA Program Manager

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