



Team Integration Workshop

ePM unites the science of organization design with the discipline of organization development

What if you could...

- Shorten a critical project's schedule by one-third and cut the cost by 25%?
- Assemble 100 people to work together for the first time and take a new product to market 20% faster than usual without sacrificing quality?
- Scientifically streamline your organization to cut expenses, improve quality and speed decision-making time by 80%?

ePM applies science and experience to achieve results like these for NASA, Hewlett-Packard, ConocoPhillips, Genentech, John Deere, Dow Chemical, ExxonMobil, Chevron, BAE Systems and others.

Get It Right the First Time

From streamlining a global operation to embarking on a major capital project, we can accurately and quantitatively predict how your organization will perform under different conditions, surface risks, collaborate on remedies and make sure team members have the right skills for the job. You can:

- Ensure you have the best organization for the work
- Quantify your "gut instincts"
- Test ideas and correct problems before wasting time and money
- Make fact-based decisions and build consensus quickly
- Implement changes with confidence
- Create feasible plans and reliable schedules
- Achieve predictable business results
- Avoid constant fine-tuning and rework
- Engineer your success through every phase of a project

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%
- Reduced decision-making time by 80%

Team Integration Produces Reliable and Predictable Business Results

Every aspect of a well-integrated, high-functioning team is aligned with the business objectives.

- Work processes are clearly defined, understood and followed
- Organization structure is optimized for the work at every phase
- Information is communicated freely and promptly
- Leaders lead rather than manage, plan rather than react
- Processes, structures, communications and leadership adapt to a changing business environment

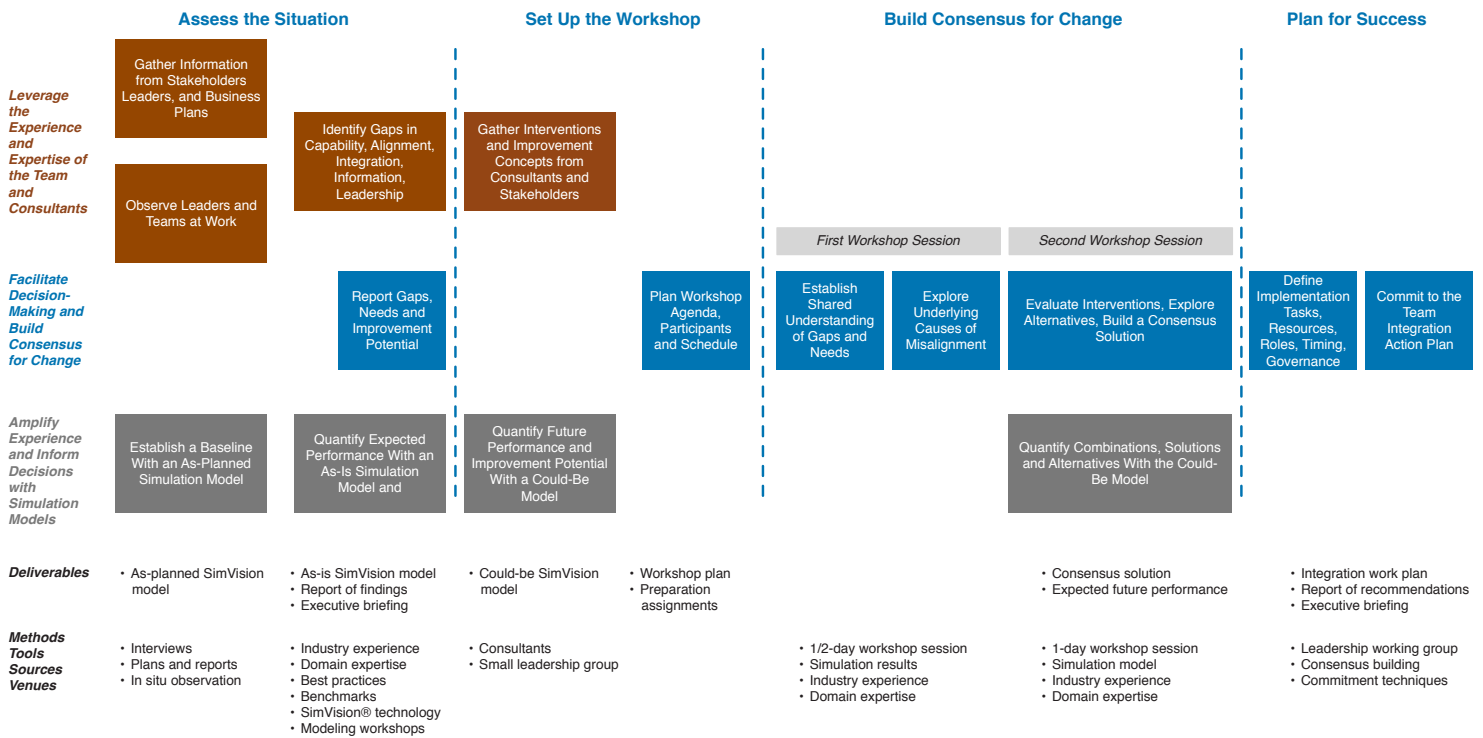
Unique Workshop Process

Organization Performance by Design™ employs sophisticated team behavior models to amplify your expertise and achieve higher team performance than conventional OD techniques. We tailor the process to your particular needs and situation, following this general approach.

Assess the Situation

- Gather information from stakeholders, leaders, and business plans
- Construct a baseline, as-planned SimVision® simulation model of the organization
- Identify gaps in organizational capabilities, alignment and integration
- Quantify the business impact of risks and gaps with the as-is simulation model
- Summarize gaps, risks and business impacts in an assessment report for senior leaders





Organization Performance by Design™ Team Integration Workshop Process

Set Up the Workshop

- Gather intervention ideas for risk mitigation and performance improvement
- Quantify the business benefits and prioritize the interventions with the could-be simulation model
- Plan the agenda, participants and objectives of the workshop series

Build Consensus for Change

- Facilitate a collaborative workshop series for teams, leaders, and stakeholders
- Establish a shared understanding of organizational capability gaps, needs and opportunities
- Explore the underlying causes of team misalignment
- Apply the simulation model to combine, evaluate and prioritize interventions
- Agree on a set of interventions and transformations that will align the teams and improve business results
- Clearly define expectations and intended outcomes in terms of team behaviors and business results

Plan for Success

- Document an integration work plan with tasks, timing and accountabilities
- Establish an oversight process to ensure the plans are realized and intended results are obtained
- Secure the commitment of the teams and their leaders

ePM's patented SimVision® technology is the first and only commercial simulator of organization behaviors. It is the culmination of 25 years of Stanford University research and 10 years of application by ePM in myriad industries. Organization simulation models ...

- Quantify your "gut instincts"
- Inform your deliberations with scientific fact
- Allow you to reach decisions faster and act with greater confidence

For More Information

Please visit our web site at www.epm.cc or e-mail marketing@epm.cc.

services 008 revised 06 September 2010