

ORGANISATIONAL MAPPING[©]

SEEING THE “BIG PICTURE”

Traditionally, managers have relied heavily on two sources to understand what is happening within and over time to their organisations – financial information and the much-maligned organisational chart of reporting relationships. The problem with these approaches is that because they are static and describe the past, they may not necessarily provide a clear indication of future developments.

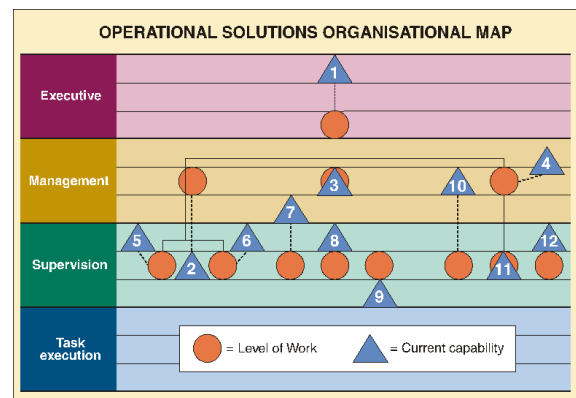
INTRODUCTION

Since leadership / management depends heavily on the understanding of what is happening now in the organisation in order to know what to do (and when) to ensure results, something more is required to help management see the “big picture”. We believe that Organisation Mapping[©] provides this departure point.

WHAT IS THIS TOOL?

Organisation Mapping[©] is a process that displays **key leveraging information** in a graphic format to:

- ▶ **Facilitate diagnosis (or a gap analysis)** of what is not happening; as well as assisting with identifying potential reasons for these deficiencies.
- ▶ **Assist with decision making** regarding the most suitable actions or interventions to prioritize / correct short-term needs (burning platforms) or achieve longer-term objectives.
- ▶ **Provide a time-sensitive review mechanism** in order to assess progress or lack thereof.



APPLICATION

The Organisation Mapping[©] process can be applied to:

- **Capability;** or how individuals' ability to manage work challenges impacts on decision-making, interpersonal relations and focus in the workplace.
- **Workflow;** or the difference between what work is actually occurring versus work requirements of the organisation.
- **Organisation Mapping[©] itself;** or the integration of Capability and Work Flow information to determine the degree of 'fit' between people and their responsibilities, seen against the context of the organisational life cycle.
- **Mode Plot;** primarily for identifying the highly talented individuals for succession planning and retention strategies.
- **Talent Pool;** or the organisational-wide impact of capability distribution/migration for business repositioning and change management.
- **Key Relationships;** for evaluating merger/acquisition strategies or supplier/outsource approaches.