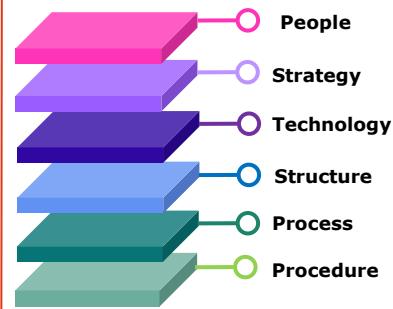




The capabilities of an organization should be optimally aligned with its overall strategy and the resources and structure required to achieve its present and future objectives.



The Layers



Capabilities

Capabilities represent the organizations **core competencies** and determine the **operational** and **innovative prowess**, needed for **sustained performance** and **growth**. They mirror mainly the competencies and skills of the **individuals working** within the organization as well as the **resources and structure** required to achieve all **business objectives**.

Organization

In a successful organization the **interdependency** between the **capabilities**, the **available resources** and **information technology** need to be fully adapted to each other. This organizational structure **maximizes the effectiveness** to ensure the achievement of desired results, raising the **chances of success** considerably.

Challenges

- **Awareness** of the **organizations capabilities** and the structural support needed to fulfill its potential.
- Challenges with **evolving organizational culture** to adapt to new **social and economic developments**.
- Evaluating **leadership performance** and **hierarchical structures**
- Finding, developing and applying **human talent** to its strength to make an impact.
- Difficulty **connecting** with **customers** and build **trusted relationships**

How we contribute

- All necessary roles from a single source, such as **enterprise architects, process manager, analysts or business developers**
- **Practical tips** within the challenges fields
- **Deep dive** into **policies requirements, process mapping and change management**
- **Overview** about business and strategic planning
- Involvement of experts for the advising on matching **technologies**
- Deliver process **knowledge & methods** as well as the right **approaches & frameworks** such as TOGAF
- **Introduction** to the common **KPI** instruments and **monitoring** tools
- Inclusion of a **Trend & Technology Radar** that gives a **cross-industry & panoramic view** of trends in your business environment



Skilled



Down-to-earth



Versatile



At the forefront



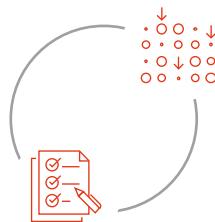
Polyglot



Flexible

Assessment

The client receives an in-depth assessment and an objective analysis of his current organizational capabilities across the value chain. The identification of pain points and areas of improvement that hinder the organization from reaching its full potential.



Measures

Enterprise architecture methods, such as strategic road mapping and business capability models help to align and structure the organization, the capabilities and the IT to generate the best value for the business.

Approach

First and foremost **our approach** is to **gain clarity** on the organization capabilities and evaluate the **organizational structure**. To achieve this the following steps:



1. Capabilities Analysis

Assess the capabilities that are currently available in your organization and create an comprehensive overview



2. Match Organizational Goals

Compare the existing capabilities with those required to achieve the set goals and objectives. Identify gaps and areas of improvement in your organizational structure



3. Identify needed Capabilities

Identify the capabilities needed to fill the gaps and define the corresponding focus areas. Hiring or training new personnel as well as acquire new infrastructure and equipment



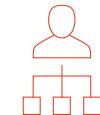
4. Establish Focus Areas

Establish the criteria and set priorities to formulate the focus areas to implement change



5. Reorganization Planning

Formulate a plan with the necessary steps and measures to implement the defined objectives to improve and adjust the organizational capabilities

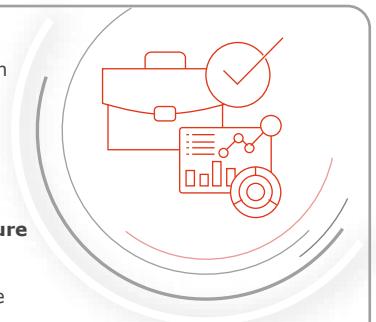


6. Implementing Measures

Develop an action plan to roll out and implement the planned measures for reorganization.

Deliverables

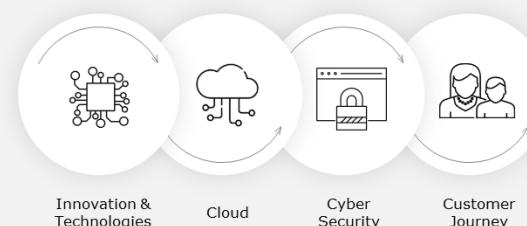
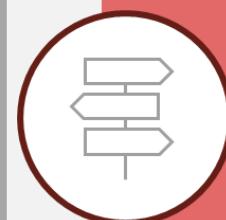
The results of our assessments will contain the following conclusions



- **Clarity** on the capabilities present in the organization in **form of a matrix**
- **Documentation** of is and should situations with **Enterprise Architecture methods**
- The **potentials** and **limitations** these capabilities present in relation to the **organizational goals**
- Identify the the **additional capabilities** needed to achieve the set **objectives** and recognize those that are no longer relevant to attain the organizational goals
- **Formulate concepts** on how to successfully incorporate the capabilities into an organizational structure that strengthens creativity, efficiency and generate high quality outcomes. Choosing the fitting organizational

Benefits

- **Increased productivity** and **innovation capability** in the organization
- **Heightened self awareness** of organizational **potential** and **limitations**
- **Basis for reorganization** to **promote growth** and foster positive changes
- **Higher efficiency** and **improved collaboration** amongst **organizational teams** and **business units** resulting in more output.
- **Full Clarity** on the **organizational capabilities** heading into the future



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