

Re-Energizing the Organization™



An application manual of TTI product solutions for organizational development

THE NEED for RENEWED ENERGY in TODAY'S ORGANIZATIONS

Mergers, buyouts, re-organizations, re-structures, new company startups, beginnings, and endings - this is today's corporate environment and the reality in which we work. Necessary changes are inevitable and happen faster and more frequently than ever before. Change, however, can cause unwanted conflict and drain energy from organizations. Management is often challenged to find ways to keep employees both aligned with change and motivated with positive energy to perform their best. *Re-Energizing the Organization* was created with this challenge in mind.

OVERVIEW and CONTENTS

Re-Energizing the Organization is an application manual of six effective organizational development interventions that assist both the organization and its employees in making changes to support their progress. It has been created and tested by professional consultants using TTI products in the form of behavioral assessments, skill assessments, work environment assessments, attitudes assessments and supporting educational material. These proven interventions are clearly laid out in independent modules with a variety of support material, including MS PowerPoint slides and sample forms. Each module can be readily customized

and implemented by professional consultants, managers, trainers and coaches to address important organizational challenges. The complete application manual is contained on a CD ROM.

Module One: Conflict Resolution for Re-Energizing the Organization

Defines three types of conflicts, pinpoints common sources of conflict, presents strategies for resolving conflicts using TTI Performance Systems tools, outlines possible limitations and coaching strategies for each DISC behavioral style, addresses conflict-based energy drains and coaching solutions to benefit individuals and organizations as a whole. MS PowerPoint resource slides are included on the CD ROM.

Module Two: Effective Goal Setting

Provides the definition and benefits of goal setting, outlines clear steps to establish effective goals, and teaches how to create, implement and measure goals. MS PowerPoint resource slides and goal setting sample forms are included on the CD ROM.

Module Three: Implementing Performance Appraisals

Presents an overall definition and strategy for performance appraisals (both individual and team), outlines steps required to implement both a

formal and informal performance appraisal system, shows how to setup team performance appraisals, and answers common performance appraisal questions. A variety of sample performance appraisal forms are included on the CD ROM.

Module Four: Team Job Selection

Outlines a comprehensive team-centered plan to involve key employees in the job selection and hiring process, gives clear direction for each step (from assessing work environment requirements to conducting interviews), answers common job selection questions.

Module Five: Cross Training for the Fluid Organization

Establishes validity and benefits for implementing a cross training strategy to support the organization's progress through change, defines a cross training process and action plan, and answers common questions on cross training. Sample forms for job description analysis, training progress, and task transfers are included on the CD ROM.

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Module Six: Re-Energizing the Sales Force

Presents a step-by-step plan to leverage the MFS Sales Strategy Index™ and related TTI resources to re-focus and re-energize the sales force.

BOTTOM LINE

Re-Energizing the Organization delivers proven effective strategies for applying specific TTI products to organizational development requirements. This application can be used in a wide variety of organizational scenarios as a basis for developing customized interventions for *re-energizing human potential* in the workplace.

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