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*“Enhancing the performance of organisations and
their people”*



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2009

This year:

- o Networking events
- o Professional development events

For event information join 'ionet' and/or check
www.psychology.org.nz/industrial

Date 5.30 start	Topic	Presenter
10 March	Organisation design	Ken Brophy
9 March	Professional Development Series: Coaching Psychology: Coaching for Complexity	& Mike Cavanaugh
14 April	Dark Side behaviours and effectiveness	Eli Nana & Kit Peebles
16? May	Professional Development Series: Applied HR Measures	John Bradbury
13 May	When coaching goes bad	Sam Farmer
6-7 June	Professional Development Series: Foundation Coaching Skills	Iain McCormick, Sam Farmer
9 June	Validating competencies at The Warehouse	Duncan Jackson and Jane Davis
27 June	Professional Development Series: The stats lab	Duncan Jackson
14 July	The changing priorities employees place on employment propositions	Stewart Forsyth
11 Aug	Joint-ventures, alliances, and other new organisational forms	Iain McCormick
8-9 Aug	Professional Development Series: Coaching CEOs	Iain McCormick
8 Sept	Giving effective feedback – How to maximise learning outcomes	John Hattie
13 Oct	Good teams, bad teams – what drives the difference	Gus MacIntosh
10 Nov	Stress, fatigue and karoshe (not karaoke)	Maria Thomson and Wombats
? Dec	End of year Party	



2009

Student

This card entitles

To attend all 2009 I-O SIG sessions.

If you plan to attend – please RSVP – direct to the host. Please bring your I-O SIG card with you.

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Value-Proofing Your Organisation



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What we are seeing

- Restructures that cut “muscle” and impact on capability now and in the future
- Talent leaving for opportunities that appear better – often with competitors
- Drop in productivity and performance at the very time that organisations need it most



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Specifically...

▣ Three approaches:

- ▣ Doing nothing
- ▣ Doing something reactive – anything to take cost out
- ▣ Taking initiative to rejig the organisation to thrive in the new environment



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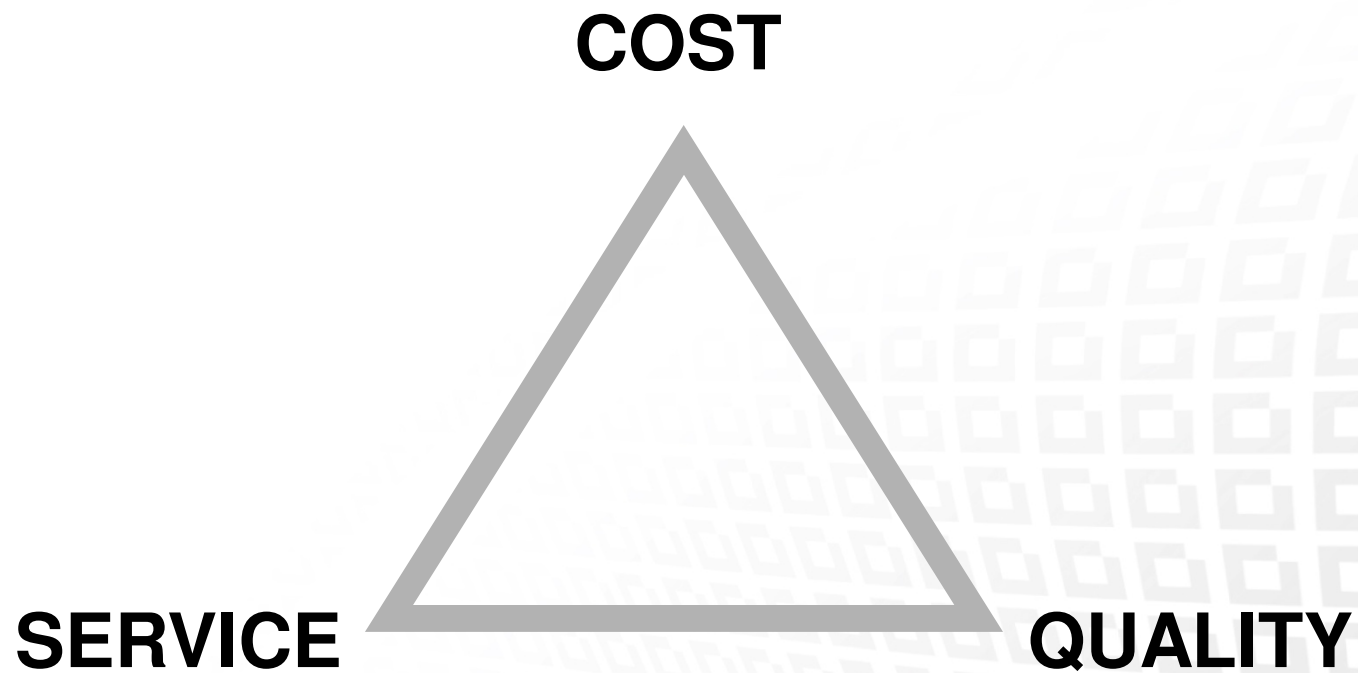
‘Old’ approaches

- ❑ Focus solely on cost reduction
- ❑ Cut labour costs arbitrarily – reduce headcount without regard for the contribution value of individuals
- ❑ Stop development and training
- ❑ Try to operate your current structure and processes with reduced numbers
- ❑ Expect increased productivity from remaining staff



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Jack's View



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Take 3

Jot down your response to the following questions . . .

What Do We Have to Do Now?

Results

- ▣ Are you achieving your objectives?
- ▣ Where does your organisation currently sit?
- ▣ What is your future state or your goals?



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What Do We Have to Do Now?

Environment

- ❑ Why do customers choose you over other options?
- ❑ Who is choosing your competitors and why?
- ❑ What information do you have about your customers/ partners and environment that gives you confidence in your decision making?



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What do we have to do now?

Strategy

- ❑ How does the organisation win (fit) in its environment?
- ❑ How clearly is the marketplace target understood?
- ❑ How does strategy assist in resource allocation and trade-offs?
- ❑ How do customers/employees believe the organisation has differentiated itself?



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New Approach

- ▣ Understand your customers and their needs in today's environment
- ▣ Gain buy-in to a need for change and the new approach
- ▣ Create the fluid organisation
- ▣ Identify your capability needs
- ▣ Look to a multi-skilled workforce
- ▣ Implement a structure based on delivering stakeholder value

So what are you going to do...

▣ Three approaches:

- ▣ Doing nothing
- ▣ Doing something reactive – anything to take cost out
- ▣ Taking initiative to rejig the organisation to thrive in the new environment



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