Strategic Effectiveness Architect™

Strategic and Organizational Alignment

Does your senior team know the quickest way to increase ROI?

Most leaders can make good strategic decisions when they are given enough time and information. The best strategists make good decisions in volatile times—without adequate time or complete information.

Aligning talent and strategy

Research demonstrates a sustained and significant increase in ROI when talent management practices are linked to firm strategy and customer value. Using the right tools, organizations are in a better position to define strategic goals, assess organization capabilities and align expectations of the management team.

Strategic Effectiveness Architect™ (SEA) provides the language for translating strategy into organizational capabilities, organizational capabilities into mission-critical talent competencies, and strategy and organizational capabilities into team requirements. Organizations also use Strategic Effectiveness Architect™ to:

► Appraise the organization's current capabilities to identify any gaps between what is needed to effectively implement the strategy and what is in place now

► Plan for organizational improvement to meet present or future strategic needs

► Determine strategic possibilities

► Assist in merger/acquisition due diligence and subsequent integration planning and execution

Managing strategy—an evolving process

A variety of Strategic Effectiveness Architect™ tools make it easier for leaders to define strategic goals.

Strategic Effectiveness Architect™ Sort Cards. SEA sort cards help organizations create a sustained increase in ROI by aligning people practices to firm strategy and customer value.

Strategic Effectiveness Architect™ Quick Reference Guide. Used together, the Strategic Effectiveness Architect™ Sort Cards and Quick Reference Guide can help organizations create a sustained increase in ROI by aligning people practices to firm strategy and customer value.

FYI for Strategic Effectiveness™: Aligning People and Operational Practices to Strategies Book. Each chapter of *FYI for Strategic Effectiveness™* provides tips and resources for leaders responsible for strategic organizational change, culture management and business process alignment.

THE ART & SCIENCE OF TALENT

eSEA Strategic Effectiveness Architect™ Online Survey. eSEA Online Surveys are a Web-based survey tool used to assess organizational capabilities and effectiveness. Surveys can be administered by the Global Survey Center; users can assess themselves or be assessed against the eSEA model.

Strategic Effectiveness Architect™ License. An SEA property license lets organizations embed competency language into existing systems, leverage familiar technology to streamline new program initiatives, and gain early buy-in for new programs.

Strategic Effectiveness Architect™ Paper Questionnaires—Current and Future. SEA questionnaires help organizations understand which capabilities they possess today and need to possess to do well in the future. Paper questionnaires let users assess capabilities using coded questionnaires instead of sorting cards.

Addressing key strategic management issues
Managing strategy drives several key organization efforts. Here are just a few of them:

► Employee engagement and reward programs
► Competency modeling
► Talent mapping and succession planning
  Management and team development

Our unique range of integration and alignment tools and resources can help you address all of your organization's strategic management issues.

For more information about Strategic Effectiveness Architect™ tools and resources visit our Web site at http://store.lominger.com
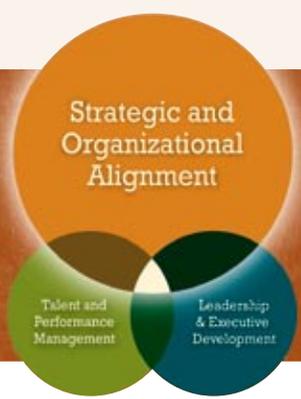
Strategic and Organizational Alignment
Solutions for aligning structure, organization and talent with business strategy.

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