

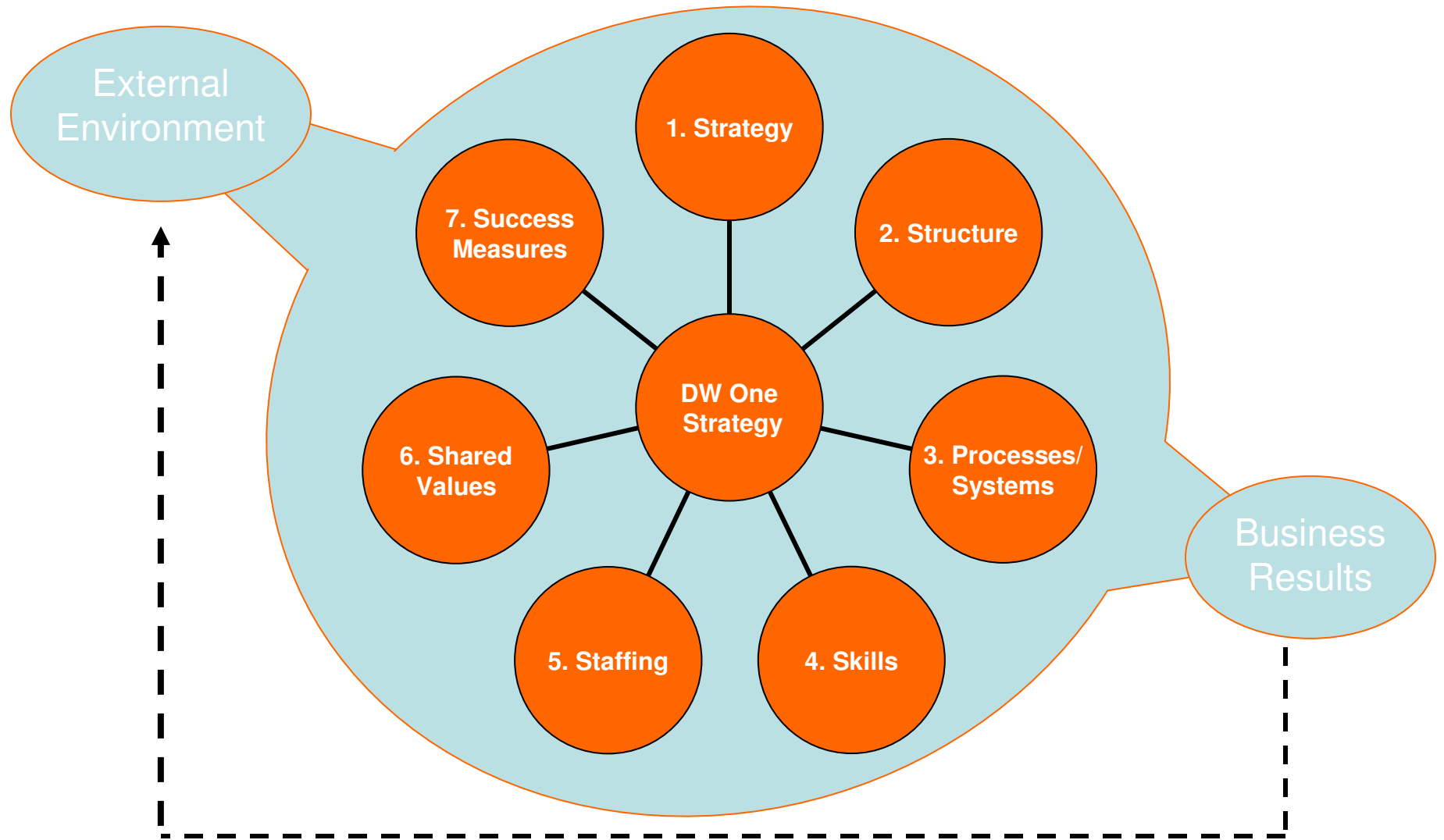


*PrideUniversity*

# Organizational Effectiveness Roadmap



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# Organizational Effectiveness Session

During each Organizational Effectiveness, or Whiteboarding, session, a facilitator uses the roadmap to guide the participants' discussions. The roadmap allows the participants to identify efficiencies in functional strategy, structure, systems/processes, staffing, employees and skill sets.

The facilitator begins by first guiding the participants in identifying the "future state" for the function with regard to people, processes, and profits. Operational and performance excellence, best in class status and employer of choice are also considered. The participants then discuss the function's *current state*. Will the function meet the future strategy operating as they are currently?

The facilitator ensures the participants keep the DW One strategy in mind as they identify their own future, and determine what changes, if any, need to be made to be successful (in making Pride successful). It is also important for the participants to keep in mind the external impact to the company and/or to the function. External forces can determine how they – and the company – move forward.