

The One Pager

A Performance enhancement Programme
Aligns and Integrates the Essential Elements for Success
Individually Each Element is Necessary but not Sufficient for Success

Vision

Vision: Crisp, Clear & Real | Aligned | Detailed
PeP Champion: War Room | Project Mgt | Operations Monitoring Unit
Communication: Fuel Gauge | Speedo | Rev Counter

Strategy

Strategy: Wall Paper | Scorecards | Execution
Structure: Centralised | Decentralised | Mixed
Leadership: Authoritarian | Participative | Self Directed

People

Responsible: Task Mapping & SLA's | What: Delegations & Instructions | Meaning
Empowered: Skills Audit | How, Video Production Unit | Training is Everyone's Business
Accountable: Timeliness | Accountability | Rewards

Operations

Systems: Supportive | Operational | Utilised
Processes: Mapped | Displayed | "As Is/To Be"
Policies: Trust | Innovation | Standardisation

Funding

Budget Formulation: Base 80 | Strategy Focussed | Top Down/Bottom Up
Budget Execution: Supply Chain Mgt | Commitment Accounting | Delegated Spend Authority
Budget Reporting: Volumes & Values of Service | Monthly, Daily etc Accounts | Multi Yr Focus

Culture

Attitude: Team ID/Uniforms | What's Right not Who | It's My Job
Personality: Profiling | No Stripes Leadership | The Value of Diversity
Corruption: Prevention | Detection | Reaction

Achieve Success In Building A People Centred Organisation Through Vision & Strategy
Set Upon People, Operations, Funding & Culture Foundations

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An implementation order of Vision (Focus) then Strategy (Drivers) followed by the Foundations (The Pillars) is often best. The Four Pillars or Foundations can be tackled together if there is no major change in direction anticipated. Start by knocking on doors and ask people what they do and why? If they say that they follow orders, policy or a system and they cannot explain why, then the secret to unlocking their potential is in your hands!