

Organisational Reviews

Your organisation. Improved.

Organisation

Sometimes it takes outside eyes.

High performance organisations know that sometimes you can't see the wood for the trees – especially when you're right in the middle of the forest.

Independent Organisational Reviews are an important part of good decision making for Boards and Executives. While the inside insights of CEOs and senior leadership fulfil the ongoing need for visibility and transparency, there are times when a different perspective is required.

Whether it be the need to benchmark yourselves to others in your industry, the need to elicit unfiltered feedback from customers and staff or simply the need to validate and add credibility to an internal line of thinking, Organisational Reviews are a mechanism which bolster the argument for change and ensure that you invest your transformation efforts in the right places – at the root cause of challenge.

Today's Boards and CEOs ask us:

- Does everyone understand what the strategy is?
- Do we have the right structure to execute our strategy?
- Do our systems and staff have the right capacity & capability to deliver on our strategy?
- Are there areas where we're exposed to risk - financial, reputational, industrial?
- Are there aspects of our culture or climate that are preventing us from achieving our ambitions?

Lighten the load.

It can be tough trying to drive change across large organisations. Sometimes you know exactly what needs to be done but can't get the support you need, other times you need a hand to diagnose precisely where the challenges lie.

Organisations who invest in independent Organisational Reviews offer their stakeholders:

- Improved visibility, transparency and accountability
- Contemporary practice assurance
- Robust rationale for change
- The injection of new ideas into strategy, design, process and behavioural responses to organisational challenges
- Improved ROI on change and transformation programs

We're here to help.

The team at J&G Consulting are deeply experienced practitioners with niche expertise in whole of enterprise performance improvement.

We help our clients to exceed their own performance expectations by gathering data through a variety of mechanisms in order to offer insights into how they're currently traveling and where they need to focus in order to further lift performance.



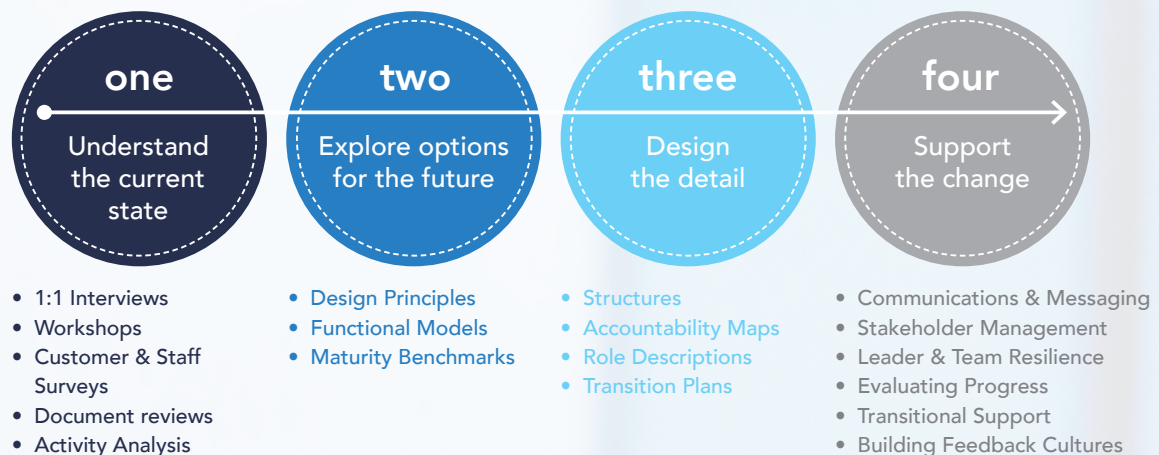
This is how we do it.

Good Organisational Reviews gather qualitative and quantitative data and use a methodology that aims to detect and neutralise bias. They use international frameworks against which to assess current performance and they identify next level maturity appropriate to the organisation's ambitions.

We believe that good reviews also set you up for successful change. Sometimes this requires a highly confidential executive process and a strong clean announcement of the change agenda. This is especially the case where organisations may need to restructure and perhaps anticipate redundancies.

Other times a good review requires highly visible engagement mechanisms that ensure that the rationale for change is already understood and the process of changing has begun before the review concludes – these reviews start to lift performance organically and as a product of participation in the review process itself.

Every client needs something different when it comes to the process and outcomes of an Organisational Review. We work with clients to use a range of approaches:



Organisational Reviews shine a spotlight where you need it. What gets measured, gets done.

Our commitment to a brighter future.

We are in demand because our contribution to strategy, organisational design and human behaviour have real business impact and our commitment to co-design builds internal capability to sustain change long beyond the term of our engagements.

To commence the review journey, contact J&G directly for a complimentary and confidential conversation.

"The professional expertise and personal commitment they bring to their work is a strength in the review & consultancy services J&G provide. Accountability and documentation is maintained and their consultative and collaborative approach is valued by me and others in our organisation. It is evident that they bring a wealth of knowledge and experience to their work and I am grateful to them for their willingness to be flexible in their approach to working with us."

*Executive Director,
Brisbane Catholic Education*

Let's talk.

Ask us for more information on:

Board & executive interviews;
Document reviews;
Staff & customer surveys;
Workshops.

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