



i n d u s t r y
f o r u m

Business Excellence
Through Inspired People

Policy Deployment

THE NEED:

Does your organisation suffer endless review meetings but never resolves anything or has time to take positive action? Do you have an ambitious strategic plan that has never seen the light of day? Is everybody very keen to develop new ideas and lots of action takes place, however, everybody seems to be heading in different directions? Or worse, long lists of plans are produced but you are too busy fire fighting to even think about addressing them.

THE SOLUTION:

Each organisation needs a strong Policy Deployment process in order to operate effectively both in today's environment and into the future.

Industry Forum works with your senior management team to introduce a Policy Deployment framework for planning, implementing and reviewing the changes required to move your organisation towards its vision.

The key to successful Policy Deployment is to point everyone in the organisation in the same direction and navigate them to the desired end point.



skills



productivity



competitiveness



profitability



industry
forum

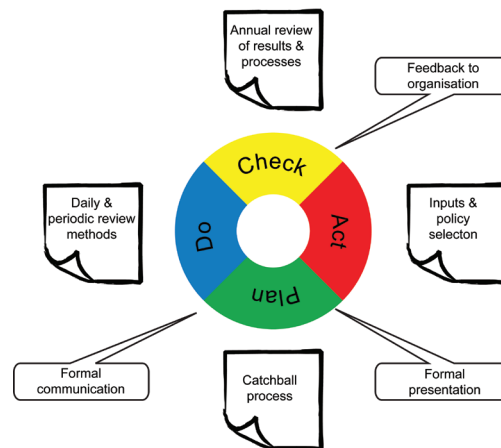
Business Excellence
Through Inspired People

THE PRODUCT OVERVIEW:

There is no one solution that fits all, each organisation has its own unique blend of structure, ethos and culture; the terminology used, the physical format of the communication method and the levels of managers involved in each phase of the process.

There is, however, a generic model underpinning successful Policy Deployment and our experienced Industry Forum team can facilitate your team in the understanding and application of the model. There are four steps in the model that align to the Plan Do Check Act cycle; these are:

- Carry out an annual review of results and processes
- Set the vital few strategic priorities
- Turn annual policies into objectives and plans using the catchball process
- Integrate into the daily routine and review on a daily and periodic basis



THE INVESTMENT:

To start the process off we will meet with you to discuss your requirements and then produce a bespoke proposal for developing and starting implementation of your own Policy Deployment framework. Because there is no one solution that fits all, we take the time to understand your requirements before we create a proposal for you.

THE RETURN ON INVESTMENT:

The main tangible output of the Policy Deployment process is a strategic plan for achieving the business plan, that everyone in the organisation can contribute to and that will enhance the sustainability of the changes you make.

Organisations deploying a comprehensive and strategic management system that includes all the employees will develop a performance based culture, as opposed to a seniority based culture. Research shows that organisations with a performance based culture can increase their performance by 30% to 40%, employee satisfaction is higher and turnover and absenteeism are lower.

Graham J (2004) Developing a Performance Based Culture, The Journal for Quality and Participation, spring 2004.

NEXT STEP:

Contact:
Industry Forum
T: +44 (0)121 717 6600
E: enquiries@industryforum.co.uk