

Organizational Management... Business is a team sport, so why are you playing coach, running back and water boy?

We'll teach you how to take the owners seat and win the ring!

The Romano Consulting Group's organizational development efforts are designed to strongly motivate employees by creating a sense of accomplishment and responsibility, recognition, accountability and the platform for measuring and communicating performance levels. Our team sets up systems and processes giving employees a clear understanding of their responsibilities, how their job functions should be performed and effective compensation to drive that performance.

Strategic/Cultural Planning

What does your organization want to become and how it is going to get there? Do you have guidelines to help determine individual actions and behaviors? Answer these questions and more to harness and direct the full power of your team. Develop short term strategies and robust action steps to build your legacy.

Organizational Structure Planning/Design

The organizational structure of the company is "transitioned" from the current state to a future desired state. Current employees are given new job titles and responsibilities. New job positions are sometimes created and filled with internal or external candidates and some positions are eliminated altogether.

Job Plans/Definitions

Completion of a job planning workshop that allows each employee to be clear on what is expected of him/her and how it should be done. Through an interactive exercise, each employee will be given a clear set of job tasks and the expected level of performance.

Job Balancing

A job balancing exercise is performed to shift the workload from those that are overloaded to those that are under utilized. Other goals of this exercise are to create a team that is less reliant on ownership/management to make routine decisions and create a sense of belonging for staff members.

Core Competency Evaluations

Core competency evaluations are performed for all employees to analyze their present skill set in completing newly assigned tasks. If gaps are identified a transition plan is put in place to provide each employee with training and tools to perform tasks at the optimum level.

Transition Planning

A plan and timeline is developed to outline tasks and time required to transition each employee from his/her current set of job responsibilities to newly acquired roles and responsibilities.

Appraisal Process

An appraisal process is developed to bring together the job plans and measures with the necessary accountability to motivate employees. Our programs provide supervisors with forms used to document performance of all employees. The forms illustrate when task performance exceeds expectations, meets expectation, or is below expectation. Most importantly, each task has a section that documents corrective action and support needed to increase performance.

Performance Based Compensation Plans

Compensation plans are created to tie employee pay to the measures that are most important to the business. Effective compensation structures ensure that the employee is paid fairly for their business results, and that the business is neither overpaying nor underpaying employees. Plans are established for each job responsibility in the organization and all incentives are tied to his/her contribution to profitability and efficiency.

Management Meeting Process

A management meeting process is developed and instituted as a necessary part of ensuring excellent performance from each departmental manager. This process provides a time structure as well as guidelines to maximize effectiveness and prevent the meeting from degenerating into unproductive discussion patterns.

Offerings:

- Strategic/Cultural Planning
- Organizational Structure Planning/Design
- Job Plans/Definitions
- Job Balancing
- Core Competency Evaluations
- Transition Planning
- Appraisal Process
- Performance Based Compensation Plans
- Management Meeting Process

Stop the losing streak and start using the champion's playbook.