

The ECO Model in Figure 1 identifies the 8 Key Performance Dimensions as an organizational system, including the market within which it must function. The 8 dimensions, each composed of additional best practices, contain issues an organization must address effectively and align in order to survive and thrive in an Ever-Changing world."

The Ever-Changing Organization, St. Lucie Press, 1999

Taking Action

An EverChanging Organization (ECO) is skilled at creating, acquiring and transferring knowledge at the individual, team, process and organizational levels. Within an ECO, all individuals and teams are adept at modifying their behavior and taking action based on new knowledge and insights, making the learning available for use by others and building successful enterprise-wide initiatives.

The ECO model used in the Organizational Audit consists of eight performance dimensions: Clarity of Direction, Change Readiness, Continuous Learning, Customer Focus, Communication, Organizational Leadership, Continuous Improvement and Market Focus. With a goal to enhance the effectiveness and performance of the organization, the Organizational Audit process captures critical information through real-time web-based technology. This knowledge is then transferred directly back to management for swift response.



Figure 1: ECO Model

Organizational Design: Enterprise Alignment

The EverChange Organizational Design process provides a systematic framework to zero-in on those problem areas identified in the audit reports, prioritize critical needs and develop organization-wide actions plans. These action plans enable enterprise alignment of strategies, tactics and performance measurements. Organizations are able to execute and measure how effective an organization is at coping with change, as well as their ability to thrive and execute strategies in a changing environment. Organizational solutions are focused on key priorities, therefore putting your energy where you need to change.

ECG's focus is on transformation...moving the organization in the direction of 'change seeking' readiness in order to take advantage of marketplace opportunities, and to fully leverage enterprise resources by guiding management through the process of becoming an EverChanging Organization (ECO).

“The level of thought given by the authors in the form of tools, approaches, methods and practices will serve to guide you and your team well through your own change journey. I especially believe their focus of looking at the organization as a ‘living system’ will enhance your own decision making process.”

Wesley C. Cantrell
President and CEO
Lanier Worldwide

EverChanging Organization Model Benefits

- Assist organizations in developing greater clarity in the strategic direction and cascade it through operational planning.
- Enable employees to perform work focused on addressing the challenges associated with building a sustainable competitive advantage.
- Create a value chain of work that provides common direction and focus between employees and customers.
- Enables all participants in the value chain to participate in creating priorities and action plans and work toward common goals.

Organizational Design Key Deliverables

- Create problem solving insights, specify actions to be taken and address specific organizational audit results.
- Identify needed resources and internal advisors along with champions who will provide the required sponsorship for advancement.
- Specify individuals and teams for ownership and accountability of Actionable Insights™ (results of the organizational audit).
- Facilitate workgroup meetings for understanding and agreement of the organizational audit results.
- Executive/Manager Shadowing and Coaching for how to translate audit results into enterprise-wide transformation.

The EverChanging Organizational Model is a total system-wide cultural transformation that enables organizations to:

- Establish the priorities for management of strategic and operational change in the business and the role of new technology inspired initiatives.
- Coordinate and integrate the various change initiatives in an organization.
- Benchmark the progress made in change initiatives and capture the emerging lessons.
- Balance the efforts made and resources devoted to change initiatives in accordance with their priorities and inter-relationships.
- Link change initiatives tightly to the original strategic imperatives for excellence in execution.
- Conduct trend comparisons - division to division, department to department - in order to measure performance and build confidence.

Bottom Line

The EverChange Group provides the missing link between corporate strategy and tactical implementation by specializing in corporate perceptions and business transformation. We help you develop a truly agile business skilled at achieving performance results through deliberate execution.

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