

Operational Rhythm™

Description

Operational Rhythm™ is a turbo charged performance management process that was developed in conjunction with GE. It guides leaders and team members to absolutely deliver against expectations while engaging people and allowing them to be self governed.

Objectives

To have an organization where their people, processes, services, customers, and strategic plans are aligned, integrated and firing on all cylinders.

Because the component parts are harmonized there is limited dissonance, though levels of synergy will vary with both competitive and market factors.

Tools and Templates

- Re-Design Model
- Performance Leadership Model™
- Pyramid of Partnering Model
- One Voice Decision Making Model
- Delegation/ Performance Management
- Performance Agreement Template
- Report Back Agendas
- Four Phases of Motivation™ Triggers
- Recognition Model

Outcomes

The outcomes of the Operational Rhythm™ process can hardly be overstated. They range from deep employee engagement, high individual and team productivity, agility in responding to market shocks or shifts, low and predictable levels of unplanned turnover and genuinely higher levels of physician, employee and customer satisfaction.