ORGANIZATIONAL EXCELLENCE – BUILDING AN AGILE ORGANIZATION THAT GETS THE IMPORTANT THINGS DONE
Regardless of What You Call It, Six Disciplines Provides What Most Organizations Need for True Organizational Excellence

Different people approach us from different backgrounds and perspectives. Some are looking for performance management; some desire goals management; others want better execution. Six Disciplines is a management system that address all of these needs, but we often describe ourselves as an “excellence program” because that is the heart of what we do. Six Disciplines helps you and your organization achieve operational excellence.

Most organizations want to achieve better performance and to be a great place to work. They want to grow profitability and have great relationships with customers, team members, and all other stakeholders. They want to be part of an organization that works well and is something they can be proud of. So we think of ourselves as an “excellence program.” The purpose of our system is to help build a strong, agile organization that knows how to identify what is important (strategy) – and get it done (execution).
Double Your Performance by Using a Systematic Way of Working “on” Vs. Working “in” Your Organization

Multiple studies confirm:
Organizations that fully implement an “excellence program” (e.g., Baldrige, Six Sigma, TQM, or EQFM) produce amazing performance results, with an average doubling of their growth and profitability over a five-year period after program implementation.

The real question is not whether excellence programs work but whether your organization is committed to fully implementing the program. To bring the issue closer to home, this would be analogous to you fully adopting (and sticking with) a fitness program like Weight Watchers, or joining a gym/fitness program. The point is this: excellence programs do work – provided you go “all in” and keep at them.

With that in mind, Six Disciplines is a complete excellence program, designed to make it practical for committed organizations to implement and sustain the benefits of continuous improvement – and the advantages of performance management, goal-setting, and leadership development.

PERFORMANCE DOUBLED
600 companies, 50 industries over 10 years

Source: Don’t Count TQM Out, Hendricks and Singhal, 1999.
Clarifying Vision Connects Individuals with Organizational Strategy to Drive Better Results

Without a clear strategy, it’s impossible to align the resources of your organization to a set of “vital few” priorities. Without alignment, it’s impossible to sustain a healthy, growing organization.

For most organizations, the primary constraint is not adding more resources. The real constraint is allocating existing resources to the highest-priority initiatives and projects. The Six Disciplines begins by challenging your organization to identify – with crystal clarity – what makes your organization different.
Building a Change Map – Resource Re-Allocation to Close Strategic Gaps and Reach Long-Term Goals

Most organizations already have the overwhelming majority of their resources (e.g., people, projects, and plans) committed just to “running the business” on a day-to-day basis. Then, along comes a new strategic plan that proposes many changes, with little consideration where the resources will come from to implement these new changes.

A critical role of strategy leadership is to communicate the sequence and timing of change in order to successfully guide the organization in this balancing act. Six Disciplines develops the capability of your leaders to think both strategically and operationally, so that strategies are designed to be executed—not thought of as just another “pipe dream.”
Enabling Leaders to Resolve Conflicts “Running the Organization” While “Changing It” at the Same Time

One of the greatest leadership challenges of all falls to those of you who need to reconcile conflicts between your division or department’s operational mission, cross-functional projects, initiative committees, etc.

Six Disciplines assists you with this challenge by providing leadership training for the five key organizational leadership roles – and then supporting your leaders with the processes and software needed to make overcoming this challenge practical.
Engaging Team Members Every Day to Get the Right Things Done

Create the Agility, Collaboration and Teamwork Necessary to Overcome Ever-Changing Business Conditions

Everyone in your organization is flooded with demands on their time, from emails to meetings to conference calls and social media. The truth is, every person in your organization needs some sort of support system to help him or her stay focused on what’s really important – and get the right things done.

Based on years of working with successful organizations – from small companies to large divisions of Fortune 100 companies – we understand that goal-setting and planning alone don’t get this job done.

Yes, plans do help identify what the vital few important goals are, but that’s only half the battle. The other half is helping your employees stay focused on a daily and weekly basis. Six Disciplines endorses frequent team and leader check-ins to identify what has changed and where slippage is occurring, so problems can be addressed as quickly as possible in order to make corrections and move on.
Unleashing Front-Line Creativity to Continuously Improve Quality, Customer Satisfaction, and Bottom-Line Success

Over the years, we’ve found that some organizations mistake continuous improvement for strategy. Strategy is about doing things differently than competitors. Continuous improvement is about doing the same things as competitors – only better!

Continuous improvement is driven from the bottom up by the people on the front lines who understand (better than anyone else) how things work and what could be improved.

Six Disciplines integrates both continuous improvement and strategic planning components to develop operational excellence in your organization.
Developing Leadership at All Levels of Your Organization to Avoid Outgrowing Your Ability to Execute

At some point, all growing organizations become leadership-constrained. By leadership, we’re not just referring to people at the top; we mean self-leadership by every individual in your organization. From years of working with our customers across a wide variety of industries, we’ve found that the real cost of leadership development is not the expenses related to training. The real cost is the failure to engage people in what they have already learned – and turn best-practices into habits.

Six Disciplines integrates a year-round process that makes leadership development a priority at all levels of your organization.
Managing Change to Encourage Teams to Engage at a Comfortable Pace Produces Results Faster

Building a culture of excellence requires change, and as we all know, change is never easy. In fact, research by neuroscientists indicates that our brains attempt to do as much work as possible, using previously established patterns and habits, in order to save us time and energy. Introducing new patterns and ways of working, then, requires us to expend more energy while slowing us down.

We find ourselves naturally resistant to change, especially if we’re busy. Six Disciplines uses a team-centric change model called ACTAS (shown below) so that change is introduced to your organization gradually – not all at once.

Moving people through awareness, commitment, training and sustained practice (ACTAS)
Why Six Disciplines?

What makes Six Disciplines unique is that all of the key components of our excellence program have been carefully researched and proven to save you both time and money.

Our approach is different (in 3 ways):
1) We provide ‘process completeness’ by uniting strategy, operations and front-line engagement practices into one system.
2) We provide ‘solution completeness’ by weaving together a proven excellence framework, leadership development, coaching and software into a single service. The result is a new type of management system that equips leaders to engage everyone in shared purpose in a lasting way.
3) We stick around. Our ongoing coaching model means that we stick around to help make your organization better and better over time.

Four assurances it works:
1) It has been field proven in over 150 clients since 2001.
2) Clients tenure is 7 years and increasing,
3) We guarantee it works by having no long-term contracts (30 days) and
4) Independent research of more than 2400 organizations world-wide confirms that systematic management approaches in general work, if they are fully implemented.
Next Steps

To quote Stephen Covey, the next step is “to seek to understand.” The best way for you to do that is to have a discovery phone conversation with one of our Six Disciplines Certified Coaches so we can understand your needs and answer your questions. Our promise to you is that after we understand your situation, we will tell you with all honesty whether our management system is a good fit for your organization. Let’s connect today. Give us a call at (866) 344-8517.

About Six Disciplines

The Six Disciplines Company, founded in 2001, is head-quartered in Findlay Ohio and uses regional coaches to deliver our services. Six Disciplines (our offering) is a management system for purpose-driven leaders. This system equips leaders to engage people in shared purpose – unlocking potential, increasing fulfillment and improving performance.

This system provides leaders with: 1) Six proven processes -- for aligning strategy, operations and individuals around shared purpose 2) On-the-job training -- that introduces and reinforces 30 leadership competencies 3) Ongoing, onsite coaching -- to guide and provide lasting results and 4) Mobile software -- to manage plans, dashboards, continuous communication and collaboration.

For more information contact: Nathan Strong (nastrong@SixDisciplines.com)

Copyright © 2016 Six Disciplines. All rights reserved.