

The OE Specialist

Overview

The Organizational Effectiveness Specialist (OES) is a resource that is specifically skilled to build and develop your organization. This is a role that provides hands-on value-add organizational effectiveness services to the line manager in partnership with the HR business partner... The OES assists in the day-to-day business and operational tasks, and also works in partnership with the HR executive in establishing a plan for building organizational capability for the business.



The Problem / Opportunity:

"How can we source a cost effective and high quality organization effectiveness capability to work with our line executives?" "How can we provide our HR Business Partner executives the specific resources they need to improve the business unit's organizational capability and competitiveness?"

"It would be helpful to have on staff someone who could drive and manage the meeting process, develop our executive team and other teams, plan and manage on-going communication, have access to business processes when we need them, and facilitate speed in everything we do. But how do you find someone with these skills?"

The Solution:

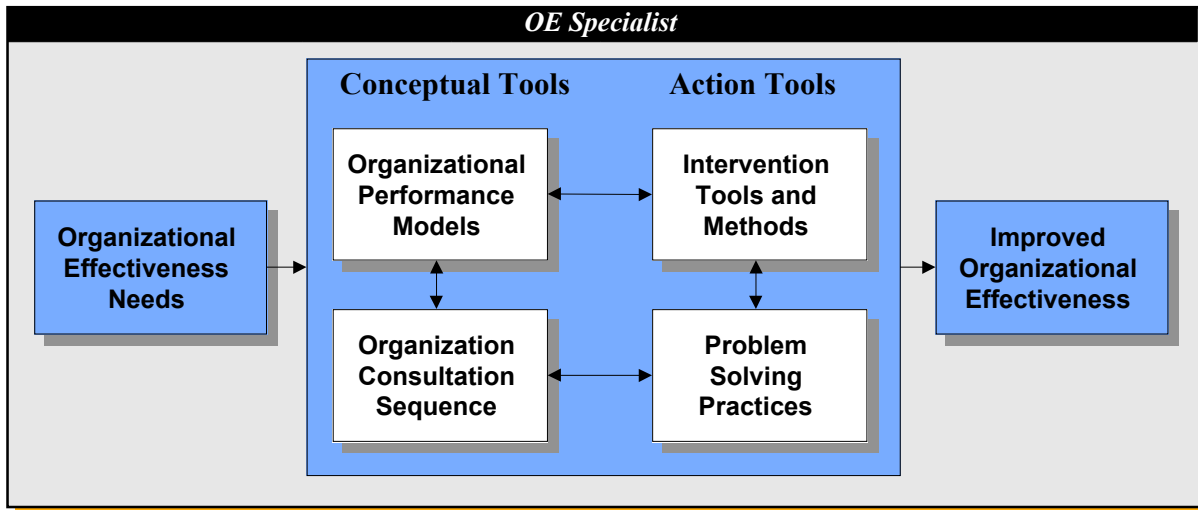
An easy to access, cost effective, high quality organizational effectiveness resource to partner with HR executives and work with our business P&L line managers.

Why is this Resource of Distinctive Value to You?

Skills	Seasoned OE practitioners well experienced in all aspects of delivering OE services:
Business Processes	The OE Specialist has access to proprietary business processes methodologies geared to solve business problems and building organizational capability.
Service Provider	<p>The HR executive can now have a world-class organization effectiveness capability without hiring and developing a separate professional services group</p> <p>The OES is brought in as a service provider at a cost equal to a hired full time equivalent (FTE) and 30 – 60% less expensive than an external consultant. The OE Specialist is generally contracted one and sometimes two days a week for a set time schedule based on 30 day blocks – 30 - 60 - 90 - 180 days, etc. - or as an on-going resource on your staff. One day a week would equate to four days a month, etc.</p>

Approach and Framework

The OE Specialists brings a set of conceptual and action tools to your organizational problems. Organizational performance models allow for effective diagnostic and problem solving activities. The OES typically uses the consultative process of entry, contracting, data collection, analysis, feedback, action planning, implementation, and evaluation. The OES is skilled and has access to dozens of intervention tools and methods as well as problem solving practices.



The OE Specialist and the HR Business Partner

The OES and the HR business partner work together in developing and executing a plan to build organizational capability. They work together to build an organizations that can change, learn, move, and act faster then those of its competitors. They are able to identify the capabilities critical to business success and then design and deliver the human resource management practices that can create those capabilities. In partnership with the line executive this relationship is about building competitive organizations.

Frequently the OE specialist works with the HR executive in the first 30 - 60 days to build a human capital plan for the P&L. This involves clearly defining the business strategy and building a business case for HR as a strategic asset. Using a set of diagnostic approaches the organization's value creation is understood as well as current organizational problems impacting performance. The core role of the OE Specialist is defined by customizing sets of services and deliverables designed for meeting the needs of the line manager, addressing performance gaps, and building capability.

Next Steps to Consider:

Draw upon our OE experience and have an informal conversation to learn more about the role of the OE Specialist. Use the OE specialist on a short term basis to address small but important interventions.

For further Information

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