



# Organizational Alignment

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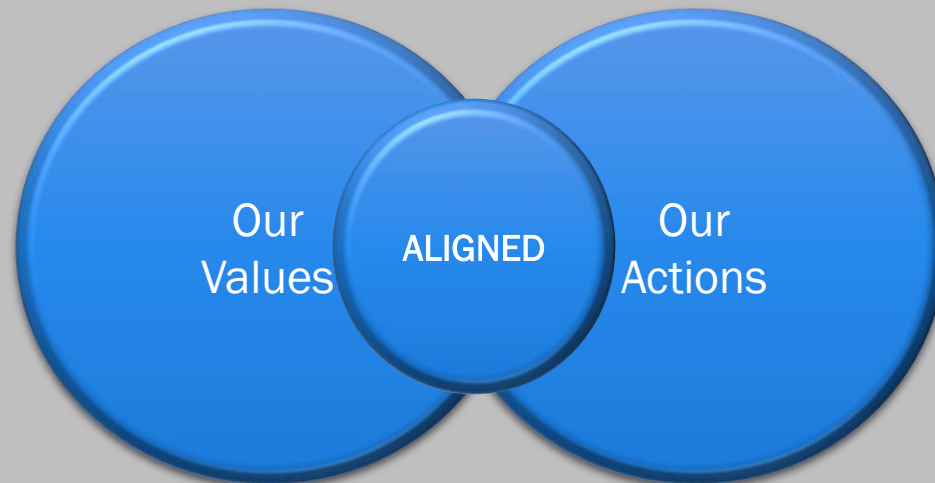
# Human Performance, now what?

- ✓ Tools and Traps are instituted
- ✓ People are using the methodology
- ✓ Latent Organizational Weaknesses identified
- ✓ Employees are asking questions
- ✓ Culture change is happening...



# Organizational Alignment

- A culture that embraces its own values and ensures that each team member contributes to achieving the goals of the company; a Learning Organization ready to correct gaps and provide direction in accordance with its vision and mission.



# Organizational Alignment – The end result

## Packing your bags for success

### **Accountability**

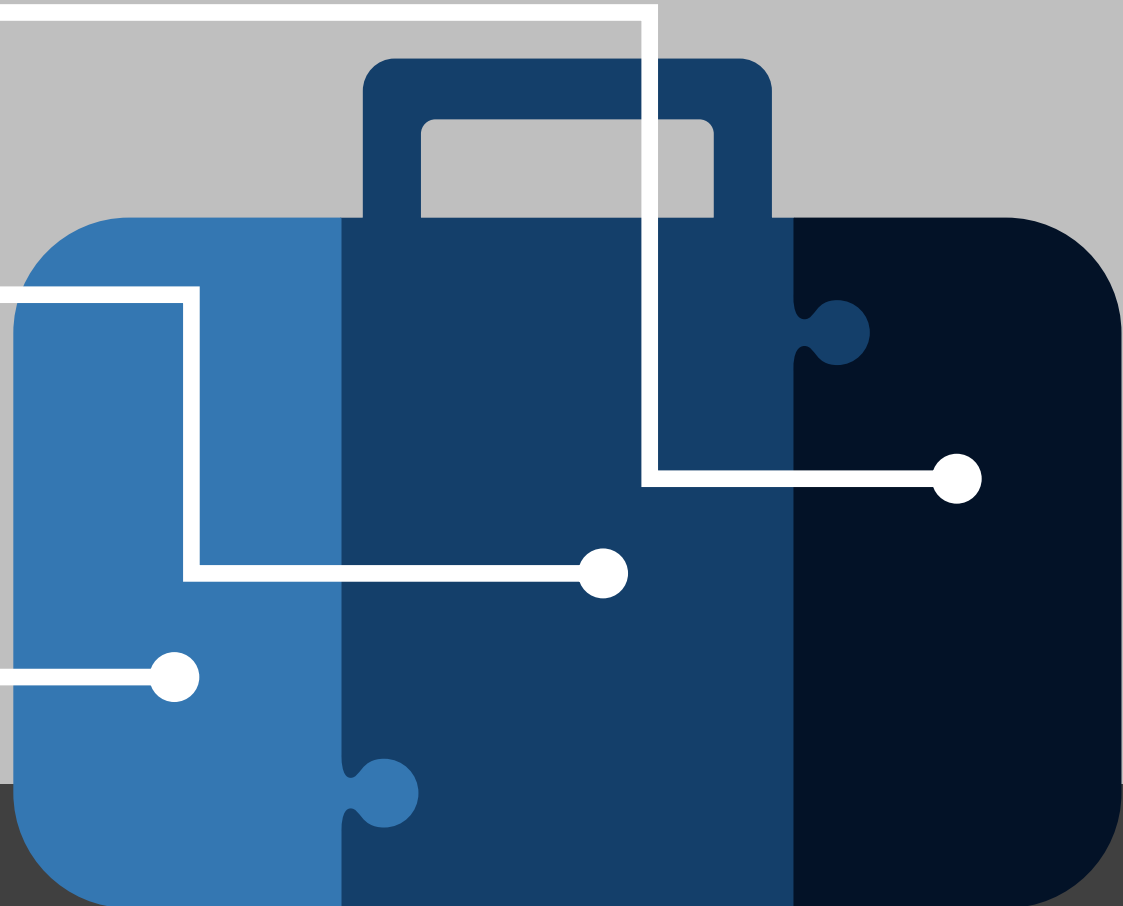
Defining and empowering employees to be accountable to the vision and mission of the organization.

### **Commitment**

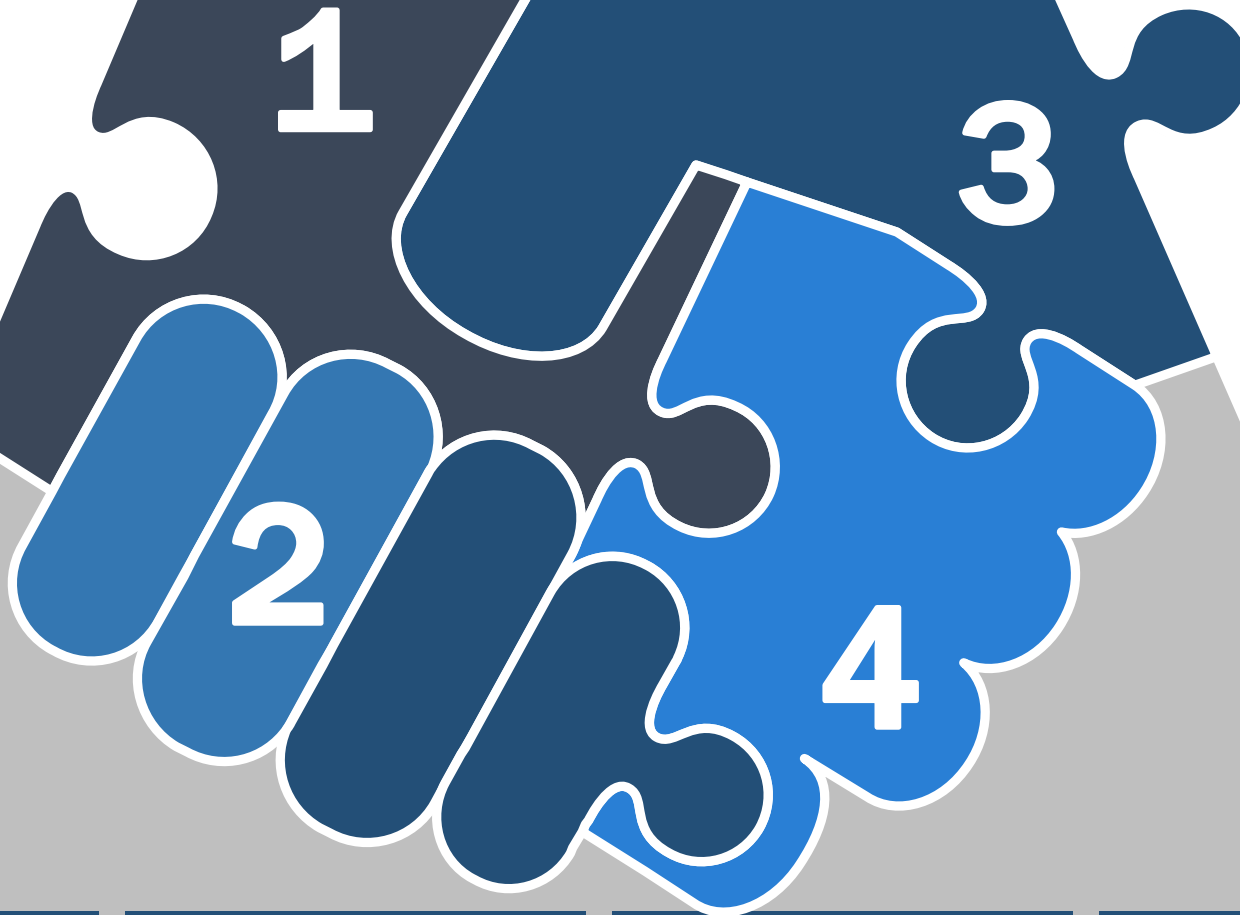
Organizational vision, mission, goals, and values are clearly tied to how and why employees do what they do.

### **Decision -making**

Consequence is considered rather than likelihood before making choices. Work direction is provided with this in mind.







## Foundation

Human Performance Awareness

## Observe

Coaching and Observation Training

## Measure

Error Review and Just Culture Initiative

## Align

Organizational Awareness

## Human Performance –

- Behavioral Standards set
- Foundational methodology
- Reduce error frequency
- Learn about LOWs and Normalized Deviations

## Coaching and Observation–

- Inspect what is expected
- Provide in-field behavioral observations
- Change experiences by engaging employees
- Utilize correct methods of positive reinforcement

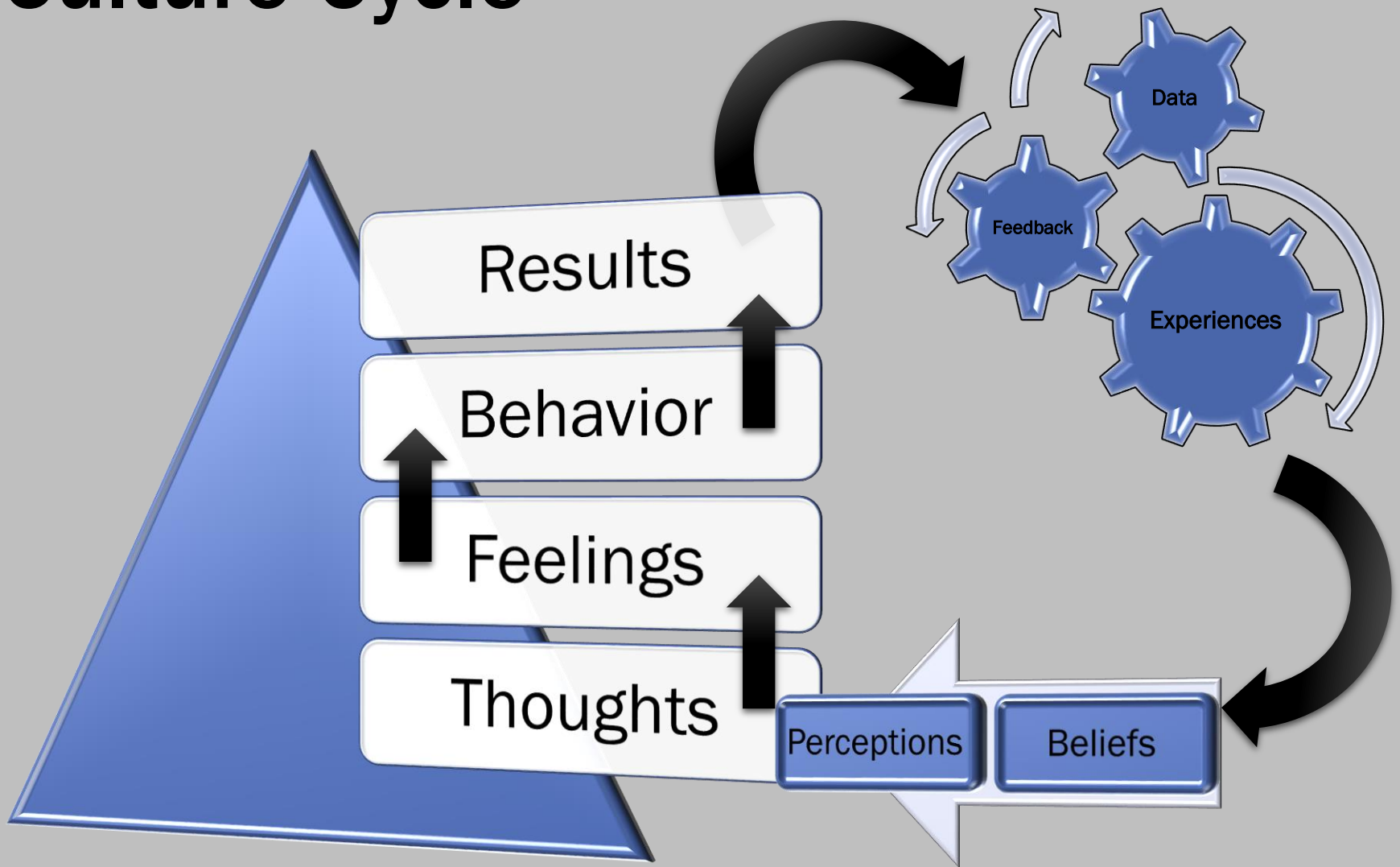
## Error Review Process –

- Count errors, establish rates
- Trend information and data
- Establish a “Just Culture” through processes
- Find and eliminate LOWs

## Organizational Awareness–

- Clearly define expectations
- Define / Form Accountability
- Establish Commitment to Vision and Mission
- Implement Conservative Decision-making

# Culture Cycle





# Quick Assessment...

- Do you know your company's Mission / Vision?
- Can you see a clear tie to how you support it?
- When was the last time you were coached?
- Do you have a set of standards for behavior?
- How many errors does your organization make per month?
- What do you plan to do about it?

# Questions / Feedback?

