Declining Performance

How can we help?

Conduct a thorough analysis

We assess the as-is state of the organisation by examining financial reports, market trends, and customer feedback.
We identify specific areas where the decline in KPIs is most noticeable.

SWOT analysis

We conduct a comprehensive SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis to understand internal and external factors affecting the organisation.

Root-cause analysis

We work closely with key stakeholders to identify the root causes of the decline in KPIs. We may conduct interviews, surveys, and workshops.
We analyse internal and external factors that may be contributing to the issues.

Engage key stakeholders

We involve key stakeholders early in the process to ensure their buy-in and support.
We communicate openly and transparently about the need for change and the potential benefits.

Develop a clear vision and strategy

We work collaboratively with leadership to define a clear vision for the organisation's future.
We develop a strategic plan outlining specific actions and initiatives to address the identified issues.

Create a change management plan

We develop a comprehensive change management plan that includes communication strategies, training programs, and ways to measure success.
We identify and address potential resistance to change.

Implement pilot programs

We test proposed changes on a small scale through pilot programs to identify any unforeseen challenges or issues before full-scale implementation.

Monitor and adjust

We implement key performance indicators and metrics to track the progress of the change initiatives.
We regularly monitor and evaluate the impact of the changes, and are prepared to make adjustments as needed.

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How would we measure success?

A successful output for the programme would involve a positive impact on the organisation's overall performance, evidenced by improvements in the identified metrics and key areas.
Regularly review and adjusting the strategy based on performance data and stakeholder feedback is essential for ongoing success.
Additionally, communication and transparency throughout the process will contribute to building trust and support among stakeholders.