

EnterCap Executive Seminar Series

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EnterCap Partners

Organizational Consulting

The Performance Architecture of Strategy Execution

May 29-30, 2008

ACE Conference Center, Lafayette Hill PA

-  *Is your organization designed and aligned to deliver the results you intend to achieve?*
-  *Is there a fit between your business strategy and the way your organization is structured and managed?*
-  *Do intended organizational changes fail to materialize fully?*

Program Description: This EnterCap Partners workshop addresses the critical links between business strategy and the “performance architecture” of execution – the structures, performance management systems, networks and culture that deliver the requisite capabilities of the firm. The workshop explores the fit of various organization designs with a range of business models. Participants learn and apply a systematic process of shaping and changing their organization for maximum performance. It focuses on defining and eliciting the critical human behavior necessary for successful strategy execution.

The seminar is conducted in workshop style, with presentations plus application tools, and built-in implementation planning. The presenters are experienced consultants and business educators who maintain a brisk pace and high levels of participant engagement. Group size is limited to ensure customized attention to the specifics of each participant’s role, projects and learning objectives.

Topics Covered: Types of strategies and business models; demands, implications and required capabilities of various market strategies; targeting change management efforts for maximum effect; a process for designing the formal and informal aspects of the organization to fit the strategy; strategy-directed organizational assessment; application to cases and participant applications; using organization design to create a performance culture; using performance management as a strategic tool for change; matching structures and strategies; integrating formal and informal elements of the organization.

Target Audience:

- ◆ **Line managers** from large and mid size businesses and organizations;
- ◆ **High-potential** individuals enrolled in corporate-sponsored leadership development programs.
- ◆ **Internal consultants** in OD, HR and strategic planning.

- Presenters:** **Jim Johnson** and **Marisa Guerin**, PhD, of EnterCap Partners
- Times and Dates:** Day 1 of the workshop starts with coffee at 8:30 and adjourns at 6 pm;
Day 2 of the workshop begins at 8:30 and ends at 3 pm.
Optional consultation clinic from 3 pm to 5 pm for those who wish to remain.
- Tuition:** **\$1500** per participant inclusive of registration, materials, breaks, and lunches
Overnight accommodations at ACE Center \$100 per night additional.
- Registration Link:** To register, go to www.acteva.com/booking.cfm?bevaaid=156218

Feel free to call Jim Johnson with questions or to see if the workshop fits your need.

Presenter Bio's:

Jim Johnson established his consulting practice in 1997 after more than 20 years as an internal consultant and human resources executive with the Rohm and Haas Company.

Jim brings in-depth, real-world experience with the complexity of large-scale projects and a practical appreciation of the leader's role in change.

He has first-hand experience with improving the performance of the enterprise and has worked closely with senior management in change efforts both domestically and internationally.

Marisa Guerin, PhD works with the executives and leadership teams of corporations, family businesses, and not for profit organizations addressing issues of planning, strategy execution, and performance.

She is also a project faculty member for the Wharton Global Consulting Practicum, supervising MBA teams consulting in Latin America and Spain.

Marisa Guerin was a corporate Vice President of Human Resources for global specialty chemical firm Rohm and Haas Company, where she worked for 15 years prior to starting her own consulting practice.