

How will you take it to the next level?

Autumn Issue, October 2012

The challenges that business leaders and HR professionals face in 2012 are increasing due to continued pressure on the economy and business in general. Optimis continues to partner with our clients to develop and implement innovative solutions to address these challenges.

Michael G. Hathorn

Partner

Laurent Jaquenoud

Partner

“Developing international capability as a competitive advantage!”

Using cultural diversity diagnostic as a tool for success?

In today's global environment, it is important to make a careful internal assessment that can help leaders adopt and execute effective strategies. The interaction ruler is a methodology that can play an important role in assessing the cultural context and guiding the alignment of strategies to organizational realities. In effect, it is a pragmatic tool for organizational diagnostics and strategic planning. This methodology takes corporate and local cultures into consideration and allows leaders to craft optimal organizational development and business strategies. You can read the article about it [here](#).

The innovation challenge is still on ...

How can we innovate more with less ... ?

Tighter budgets, greater demands on existing staff and greater reliance on standard processes can stifle innovation in your organisation. How do you break this vicious cycle and create opportunities for innovation in your organisation. Take a look at Optimis [consulting solutions](#) to revitalize your innovation climate, establishing innovation as a strategic priority and making it part of the way you manage your organisation. Innovation is a team sport and Optimis can support you to build high performing innovation teams that will make a difference. [Ask](#) for our Building High Performing Teams programme for more information.

Organizational diagnostics ... so what?

How to turn diagnostics results into action and improved performance...

Optimis provides a full range of diagnostic tools to help organisations understand the main internal challenges perceived by staff and stakeholder groups. Of course, the purpose of the diagnostic process – be it surveys, focus groups, data mining, etc. – is to ultimately identify the set of priorities that need to be addressed to improve organisational performance. The biggest challenge here is how to engage the key stakeholders in an improvement action planning and implementation process. Learn more about how Optimis helps organisations meet this challenge [here](#).

CLIENT STORIES

Driving culture change

New leadership at the top sets the agenda

The new head of a multinational financial institution wants to dramatically shift the organisational culture while continuing to achieve outstanding business results. The view from the top is that a culture shift is necessary to maintain and enhance business results in the current economic environment. Transparency and collaboration are two key dimensions of this transformation. [More...](#)

Fostering Innovation

Aligning multiple functions for innovation

The pipeline of new products and redeveloped existing products is considered the lifeblood of this multinational organisation. A main challenge is to create a high performing innovation team with representatives from multiple functions. The new team leader needed to manage this team without a loss in performance during the leadership transition. [More...](#)

HR talent network-hunting

An urgent need for HR Leaders

A manufacturing global organisation did have an urgent need for 2 HR leaders. Through the power of its network, its deep knowledge of the client's needs and its professional selection process, Optimis did recruit highly qualified individual in less time than the norm. [More...](#)

Insights from one of our Advisory board members

Optimis advisory board member Jan I. Carlsson shares his insights on how to develop competitive advantage through corporate culture and intercultural synergies. You can download the article from our website [here](#).

OPTIMIS Consulting

Use organisational data and diagnostic tools to customise your HR strategy

Are you drowning in data? Our diagnostic tools turn organisational data into information that can be used to develop and execute your HR and business strategies. We are committed to helping you develop and implement customised organisational development solutions that fit your organisation. Our consulting solutions begin with a diagnostic process that sets the stage for the development of priorities and action plans to build organisational capability. We help you to focus on individual, team and organisational performance with a fully integrated HR strategy that is aligned with the business.

Optimis offers assessments at individual, team and organisational levels to ensure an integrated approach. We propose a range of assessment tools to our clients, many developed by leading companies like Lominger and the Center for Creative Leadership. In addition, we have an expanding range of Optimis instruments that are fully customizable and include engagement surveys, team diagnostic surveys and tools. Learn more about the Optimis consulting approach [here](#).

OPTIMIS Leadership and Learning

The situational leadership principles are increasingly used in leadership cases. Optimis integrates the agility components into its learning practical cases whereby leaders must adapt their behaviours in difficult situations for greater impact.

The basic principles of Hersey & Blanchard about situational leadership can be used in various scenarios. We use them in our Leadership programs to make sure today's leaders display agility in learning and work environments. We also use them in our coaching approach which we either run standalone with Executives or which we bundle with our leadership programs. Our certified coaches define performance objectives with the participants and focus on their areas of development as well as on their strengths.

The agility, the adaptability and other traits of the participants to our coaching and learning programmes can be assessed with our 360 diagnostic solution which is fully customizable and which provides an overview (and details) of the participants strengths and areas of development. It is a powerful support to self-development and opens the participants' perspective on themselves and their capabilities.

Download the Optimis learning portfolio brochure [here](#).

OPTIMIS Sourcing

We can help meet your HR capability needs through

- **Recruiting HR professionals**
- **Providing Interim HR professionals**

Our sourcing activities support our clients in increasing their capabilities. This includes [recruiting and selecting](#) highly qualified HR professional in leadership or specialist positions as well as [interim management](#) mandates. Our extensive network as well as our Assessment methods used in ADCs support us to recommend the right individuals. We ensure cultural alignment with the personality of the candidates we present. Emotional intelligence is one of the key factors we look after using our EI diagnostic tool.

[Contact Optimis](#) for more information on our headhunting offering.

Optimis Conference Agenda

Optimis contributes to the following events in the second half of 2012:

AHRMIO Conference, September 2012:
Optimis led a workshop on Staff Motivation and Organisational Performance. Find out more about [AHRMIO here](#) and download the [conference presentation](#).

9th Career Development Roundtable, November 2012 (Brussels):

Optimis is pleased to sponsor a research project for the annual Career Development Roundtable and will present the results of the research at the conference.

Our intention is to provide HR professionals with research based insights on methods and techniques that will help them succeed in addressing their challenges.



info@optimis.ch

Human Capital Strategy Consulting
& Leadership Development
Switzerland

(If this message was sent in error, or you are not interested in receiving notifications of this type, please [click here](#) to reply to this message to unsubscribe for any future emails)