### Organizational Capability Planning Framework™



### Thought-to-Action Connecting the Dots

### **Coaching Elements At a Glance**





**Assess Strategic** Requirements to Advance the Mission

From the organization's business profile, clarify the meaning and implications of the organization's strategic direction in effort to strengthen its service/ product portfolio.



#### **Assess The Role of Structure to Enable Strategy**

From the organization's business profile, clearly define the organization's structure, its work environment characteristics, its cultural underpinnings and the rules of engagement that leaders must successfully navigate to contribute to strategic, operational and cultural objectives.



**Create A Personalized Leadership Effectiveness Coaching Playbook** 

#### Investing in focused talent capability planning and coaching will help leaders:

- **Embrace** the reality of current business challenges and demands;
- **Sharpen** their self-awareness of both effective and limited capabilities in the current organizational environment;
- **Prioritize** professional and personal development investments, strategies and actions to shore up capabilities essential to effectively navigating organizational challenges and demands; and
- **Practice** navigating the organizations formal and informal rules of engagement for enhanced professional and personal success.

#### **Assess Organizational** Profile

Detail the organization's business profile using the Cephalo Consulting business modeling tool.

Summarize the organization's business profile by connecting the dots between Mission, Service/Product Portfolio, Strategy, Structure, Talent and Performance.

The business profile will begin to tell the story of how leaders run the business, how the business runs and the capabilities essential to consistently run the business well.

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### Organizational Capability Planning Framework™ Overview

Thought-to-Action Connecting the Dots

### Service/Product Competence

To Advance the Mission

### Bringing Mission to Life Through Competent Products and Services

- What products and services will be core to fulfilling the mission?
- What product and service delivery competencies will be critical to success?
- How will the organization differentiate itself from competitors in the eyes of its customers? What's the vision for competing today and tomorrow?
- What competitive pressures will influence product and service capability focus?

### Performance Measures

To Advance the Mission

#### Codifying Organizational Capability Through Consistent Evidence of Performance

 Tracking organizational performance outcomes that provide reliable evidence that the organization's mission is advancing as a result of the capability planning efforts outlined.

### Capable People

Strengthening Individual Capability To Advance the Mission

Ensuring That Employees Have the Requisite Skills and Preparation,
Aligned With Environment of Work Competence Demands

 Assess individual talent capabilities necessary to contribute to strategic and operational imperatives. Prioritize workplace capability investment strategies to strengthen and advance individual capabilities.

### Organization's Mission

- What is the organization's purpose?
- Why does the company exist and what does it exist to do?
- Who are the targeted beneficiaries of the organization's existence?

### Strategy

To Advance the Missior

#### Strengthening Product and Service Competence With Proactive Short and Long Term Strategies to Advance the Mission

- Identifying and prioritizing strategic external growth strategies that will strengthen product and service delivery competence.
- Assessing internal capability to deliver the promise of the strategic plan.

### **Capable Operations**

Enabling the Environment of Work To Advance the Mission

### Ensuring That Operations Work Functions and Structures Are Effectively Designed to Achieve Strategic Plan Objectives

Assess environment of work and infrastructure capability requirements: operations functional design and interdependencies, matrix partnerships, workflow efficiencies, technology enablement, process alignment and connectivity, policy guidance and management/leadership effectiveness.

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Joe Murdock is a seasoned organizational, group, and individual capability coach with more than 40 years of multi-industry experience within the following organizations:

# Capability Planning Thought-To-Action Connecting the Dots



Mount Diablo Rehabilitation Center
Contra Costa County, CA.
Adult Probation Office
Richmond, CA.
Joseph E. Seagram and Sons, Inc.
New York, NY.
The Johnson and Johnson Family
of Companies, Inc.
New Brunswick, NJ.
Aetna/US Healthcare, Inc.
Hartford, CT.
St. Vincent Health
Indianapolis, IN.
Ascension Healthcare
St. Louis, MO

His approach is focused on "Capability Planning – Thought-to-Action, Connecting the Dois", which provides the framework for leaders to effectively navigate "Tsunami-like" work environment challenges imposed by the interdependencies between the organization's Mission, Service/Product Portfolio, Strategy, Structure, Work Environment, People, and Performance Indicators.

A native of Baltimore, Maryland, Joe graduated from Cornell University with a B.S. in Human Development. He received his M.S. in Psychotherapy from San Francisco State University. Joe and his wife, Wanda, have two grown sons and currently live in Carmel, Indiana.

## Helping leaders effectively navigate organizational turbulence by:

- Assessing the organization's profile.
  Documenting the story of how leaders run the business, how the business runs and the capabilities essential to consistently run the business well.
- Assessing the strategic requirements to advance the organization's mission.
- Assessing the role of structure to enable the organization's strategy.
- Co-creating a personalized playbook with tools to navigate organizational turbulence



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### Tsunami Leadership

Swimming Effectively in Organizational Turbulence



### The Environment of Work "Tsunami"

Organizations are living, breathing, functional organisms whose work environments may be characterized by a *tsunami* of complex, interdependent and integrated functional, technical and social systems with fluid "rules of engagement".

It is in this **organizational pool** that leaders are invited to "swim" and demonstrate proficiency in navigating the strategic, operational and cultural pathways critical to mission achievement.

Investing in holistic leadership effectiveness coaching can be a productive intervention – especially when leaders are required to swim competently in a complex environment of work but may not be sufficiently practiced at doing so.

**Cephalo Consulting, LLC** was established to help executives and functional leaders advance their capability to lead skillfully and strategically throughout the organization's ongoing storms.

We provide leadership effectiveness consulting and coaching services and tools to help leaders effectively navigate the organization's formal and informal rules of engagement.

### Thought - to - Action Connecting the Dots

Through our collaborative coaching approach, leaders will co-develop a formal leadership effectiveness "playbook" that helps them:

- **Embrace** the reality of current business challenges and demands;
- Sharpen their self-awareness of both effective and limited capabilities in the current organizational environment;
- Prioritize where they need to shore up capabilities essential to navigating organizational challenges and demands; and
- Practice navigating organizational rules of engagement for personal and professional success.