OPD-HCD™ HUMAN CAPITAL DEVELOPMENT SYSTEM FOR LARGE BUSINESSES

Organizational design building engagement, team commitment and satisfaction, and improving profits.

A summary of the OPD-System as applied to large businesses with a strategic HR function usually reporting to the CEO.

OPD-HCD™ for large businesses with strategic HR function

The trade mark is unregistered, it signifies human capital development within OPD theory and the general theory of psychology from which it is derived.

Perfect game plans perfectly delivered

OPD-HCD™ (human capital development) is the scientific system directly linking the organization strategy to the daily behaviour of staff so every person contributes directly to strategic success and enjoys improved work life satisfaction from that success. The strategy-people link is then managed via the cultural and team leadership processes that ensure people stay focused, committed, having fun while doing what they need to do.

Every person striving for perfect game plans perfectly delivered.

Steps	What the consultant actually does
1. Vision.	Short 500-word summary of strategy.
2. Strategy. Kept very tight and precise.	
3. Organization structure. To map the strategy effectively on to the identified market. Defines teams/divisions, etc.	Divisions, teams, initial roles.
4. Human capital development (HCD) Committee: Governance of HCD system as rollout of strategy. Chaired by CEO. Report monthly to Executive team. Appoints internal HCD Manager. OPD consultant a member of the HCD committee, and technical advisor.	HCD Governance of human capital development, authorises all activities and plans, and receives reports on results. HCD Committee is governance of the rollout of strategy. HCD Committee to meet monthly.
5. Identify internal people to be trained by OPD in implementation of OPD-Theory across the organization.	
6. Set up workshops. Executive Development, Team Leader, HR Review for HR team.	Plan agreed with HCD Committee. Staged progression through organization.
7. Work with HR team to clarity roles in teams. Identifies the skills and actions needed in each team.	Final definition of roles across the organization and the type of skill and actions required.

8. KPIs in each role. Defines what is expected in each role.

9. Business processes in each role integrating the role into the team and into the broader organization.

Agree KPIs in each role, and business processes that integrate the role with the team and the organization as a whole.

10. Ideal actions. The ongoing behaviours derived from KPIs and from the business processes of the role that offer the greatest chance of greatest success.

OPD prepares first draft of the role specification on behalf of team leader.

11. Begin monthly meeting with team leaders, led by internal staff, supported by OPD.

Monthly skill development of team leaders to implement the system. Conducted by OPD.

12. Agree meeting with internal HR staff to revise HR policy and review internal team skills.

OPD guide HR team skill development.

13. Role specifications. Defines expectations in a role. The core coaching tool for team leaders. The set of all role specifications is the behaviour structure relative to the strategy. Signed off by CEO who then understands that if the behavioural structure is achieved to standard then the strategy has greatest chance of greatest success, and the organization will operate smoothly, and will be maturely responsive to changing economic conditions.

Team leader then finalises role specification with team member assigned the role.

14. Learning firm OPD-HCDIT™: Capture the structure and role specifications in the human capital development IT system as foundation of the learning firm.

OPD oversees role specifications uploaded to the OPD-HCDIT system as part of building learning firm and standing human capital.

15. Team member choice: That they seek to be successful in their work life.

16. Team member agreement: That if someone does the role specification to standard, they have greatest chance of greatest success.

Team leaders to complete with team members:
1. Performance agreement.
2. Performance contract.
3. Sign off of time budget.

17. Team member acceptance: That personal work life success is delivery of the role specification to standard.

18. Motivation. Daily team members having fun. Game plans imbued with positive emotional energy. Guided by team leader.

Team leader skill development:
1. Build game plans.
2. Keep game plans top of mind.
3. Ensure people having fun while acting out game plans.

19. Management by walking around (MBWA): Team leader ensuring each team member has ideal actions agreed in the role top of mind, and is having fun on the job doing what they need to do to the standard required.

20. Cultural audits. Has the team leader built the game plans effectively in mind of team members? Are they are enjoying work life?	Team leaders do cultural audit in team and interpret result.
21. Strategic leadership planning: Selecting from the cultural team audits those factors most likely to lift team performance and be improved for next audit.	Team leaders then determine their action to improve audit result for next time.
22. Performance management, monthly meeting, and:	Team Leader training: Regular meeting with team member.
23. Working 'on' business. Team review of role specifications, has strategy changed, economy changed, KPIs changed, business processes changed? What have we learned about these ideal actions, what ideal actions need added/edited? Working 'on' the business is important to keep an organization flexible, responsive to its changing environment.	Half yearly formal working 'on' business and review of role specifications.
24. Customer satisfaction audits, internal customer audits, monthly profit and loss, half yearly technology reviews: All provide information on the success of a team leader in guiding team performance and identify improvement opportunities. Record as needed in OPD-HCDIT™.	Review includes data from results, customer satisfaction audits, cultural audits, profit improvement projects. Record as learning firm in OPD-HCDIT™
25. Profit improvement: Identify KPIs to be improved. New technology to be introduced, costs to be reduced. Discuss how these profit improvement elements to be introduced. Begin at step 8, and introduce the profit improvement elements into team thinking and hence into their daily behaviour. Record in OPD-HCDIT™ and track results.	

Success: When the organization as a matter of staff habit, every person, from CEO to the floor sweeper, is operating in the manner sketched above. Increased work life satisfaction, increased monthly EBIT.

OPD-Theory™ is the scientific understanding of the link between people and the organization that enables better management of the link so the people and the organization both benefit. OPD-Theory™ coordinates all aspect of HR across the organization enabling minds aligned with strategy. OPD-HCD™ guides people to apply more effective ideas, called game plans, to manage their involvement with work so they and the organization both benefit.

Win-win: Financial and personal payback for everyone involved.

**References available on request. Phone and email contact below.
Contact us today to arrange a no-obligation discussion of bringing scientific understanding of human performance into your business.**