

Effectability's Team and Organization Development Services

Our services include:

- Leadership team development workshops and retreats
- Culture alignment
- Strategic planning process facilitation
- Meeting facilitation
- Organization design
- Succession planning

Leadership team development workshops and retreats

Team retreats and off-sites galvanize the team to work through challenges and toward shared goals. Team members learn and appreciate each others' strengths, helping them manage conflict, communicate more effectively and work more productively together.



Our approach: We work with you to identify the outcomes for the retreat, taking into consideration the current corporate climate and challenges, and the desired goals for team performance.

What you'll get: A fun and engaging session that builds trust and exposes participants to different ways of thinking and being. This includes participant workbooks, interactive activities, post-session notes transcription and follow-up activities.

Culture Alignment

The importance of alignment between the organizational values and the people makes intuitive sense – if the organization's stated values and values-in-action are not the same, results will be impacted. If the people embrace their organization's culture and hold the organization's mission, vision and values as their own, they will be more engaged and the organization has a greater chance for sustainable success.

Our approach. We assess the current culture and identify the aspects that are working and those aspects that are holding the organization back. We identify aspects of the new culture and work from the top executive on down to identify the behaviors that will work in the new culture and those behaviors that won't. We work with the senior executive team on down to identify and change the behaviors that will work in the new culture, coaching individual leaders along the way.

What you'll get: Improved alignment throughout the organization, authentic leadership, and an organization that lives its mission and values

Strategic Planning Process Facilitation



A good strategic plan will not only tell you where you're going and why you're going there, but also how you're going to get there. Developing and executing a strategic plan requires a commitment and an investment, but the benefits are significant and essential to your organization's future

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Our approach: We work with your team and involve key stakeholders to zero in on your mission, vision and values. After analyzing the environment in which you're doing business, we identify what's going to move you toward that future vision, what will stand in your way and identify strategies to overcome those obstacles and make the vision a reality.

What you'll get: We deliver a plan that includes the mission, vision and values and a prioritized list of goals and initiatives. We provide tools to manage the plan and will continue to work with you to manage and maintain the plan to ensure faithful implementation.

Meeting Facilitation



We've all participated in meetings, conferences, retreats and other events that seem to have no clear purpose, don't accomplish what was promised or are downright boring and uninspiring. When this happens, we leave feeling frustrated at the lost productivity and dreading the commitment of the next event. These types of events that bring people together to share ideas, solve a problem or develop skills are an important investment for an organization and should be facilitated with skill, creativity and focus

Our approach: We work with you to understand the goal of the session or event and the characteristics of the participants to design an event with creative tools and techniques that will keep the participants engaged and accomplish the desired goal.

What you'll get: Meeting preparation and facilitation services for groups of all sizes.

Organization Design

Organizations are aligned to get the results they do. If your organization isn't getting the results it should, a close examination of how the organization's systems are working together - the strategy, people, processes, rewards and structure – in a facilitated process is a critical step to identify why the desired results aren't happening and what can be done to achieve success.

Our approach: We lead you through a systematic process that works from the organization's strategic goals to clarify future state vision. We then identify the misalignments in organization structure, people skills and competencies, reward systems, and processes and propose strategies to align the system to function more effectively.

What you'll get: A recommendation for organization design change including changes to reporting structure, jobs or positions, skill or competencies, or processes along with a summary of the risks and benefits of any option and mitigation strategies to address the risks. A cost/benefit analysis of each recommendation is also included along with a detailed implementation and change and transition plan.

Succession Planning

To ensure success of a business, owners and senior executives need to be prepared to hand over leadership when the time comes. Having a well thought out succession plan insures your enterprise by developing more leaders and helps everyone involved in the organization feel more confident and secure about the future.



Our approach: We help you gain an understanding of where the market and organization are heading in the future and anticipate talents and roles for the future. We create a model for how the organization will likely evolve and identify the roles and responsibilities, career paths, process changes and talent considerations.

What you'll get: A clear vision of the future with the roles, talent, development opportunities and possible selection criteria identified, all rolled into an action plan.

"Effectability, LLC provided quality, thoughtful facilitation of our strategic planning process. Not only did my board members feel comfortable throughout the process, they provided a well-organized and productive environment that allowed for my board to more effectively communicate to each other and work together to establish our mission, values, and goals for the future. The result was phenomenal. I would highly recommend Effectability to people who are looking to both enhance and strengthen the foundation of their organization or business."

- Katherine Dellenbach, President, Wisconsin Women's Network

"We would recommend Effectability without hesitation for any organization seeking to become more adept at assessing the quality of its work and developing, or refining, its strategic goals.

- Tom Grogg, Executive Director, Millennium Soccer Club

"The special ingredient often missing with facilitators is energy, enthusiasm, fun, humor, genuine caring and a crisp understanding and confident style that compliments their expertise. You have the best of all with Effectability, helping to work through the toughest challenges for an organization to move on!"

Sharyl Kato, Exec. Director, The Rainbow Project