

COMPETENCY

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The BRIGHTON GROUP

oiPartners Inc.

The Brighton Group, an OI Partners company is a locally owned and managed consulting firm specializing in career and organizational transition services. In-depth, one-on-one consulting is the core of our distinctive approach.

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Successful leaders proactively plan for and invest in the necessary competencies to ensure a more effective and efficient business outcome with *transitions*. There are a number of key competencies that, if neglected, create frustrations and tension. However, when strategically utilized they can assist the organization in gaining traction and performance momentum. That being said, several questions are raised. Has the organization developed the necessary corporate mindset to ensure these competencies are in place? What competencies are most critical?

Budget Management. Staffing and organizational changes are a fact of regular business life. Budgeting for transition times is essential but something that few organizations proactively build into their annual budget cycles. By creating a “transition” budget line item, managers will be more inclined to lead change efforts in real-time setting the team up for achieving results.

Change Management. Of key importance is proactive and ongoing communication. Employees will feel cared for when they are guided through a process that anticipates their questions and speaks to the details they need to know. Communications cannot be minimized in any transition process and should be kept clear, concise and consistent.

Situation Management. Strategic management that provides oversight, collaboration, and diplomacy is essential in helping everyone stay focused, engaged and remain flexible. Comprehensive planning helps ensure vital issues don’t get dropped. Scale of transitions increases the magnitude of all the planning issues. These include organization-wide considerations, policy and precedent setting issues, consistent and defensible actions. Situations must be viewed from the organization’s perspective and also considers individual employee needs.

Risk Management. The most prepared organizations plan for and are prepared to deal with the unexpected. Adverse impact, customer and employee reactions, community response, damage control and safety concerns all potentially come into play during a transition. Time spent asking the “what ifs” and role-playing the “worst-case” scenarios neutralizes these chaotic events.

Benefits Management. In some poorly handled instances, the bias in transition support was going toward short-view, streamlined support. Reduced severance packages and smaller transition support programs are only a temporary fix often putting the individual at risk and failing to serve the employer brand well. The challenge is to manage all the related benefits opportunities, choosing those that provide the right support.



Having the right people is a competitive strength that translates into bottom-line success. Having the right transition competencies is a results-focused mandate. Today’s organizations need to respond to the reality that transitions are an ongoing business fact. Organizations that grasp these concepts will be better positioned to respond favorably in the marketplace.

“A better human experience...for a better business outcome”

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