

WORKFORCE OPTIMIZATION

Satori Consulting helps structure and execute workforce optimization activities so that organizations can retain talented individuals while meeting strategic business objectives. We use our customized assessment model to compile a workforce profile that business leaders can use to make informed, strategic decisions. Our experienced consultants remain engaged throughout the process, leading the change management and communication activities required for success.

THE SITUATION AT HAND

Business leaders are often faced with the task of optimizing workforces as part of one or more of the following activities:

- Merger with, or acquisition of, another organization
- Strategic restructuring or divestiture of a division
- Outsourcing or relocation of business activities
- Shift of business model that results in obsolete or reprioritized skills requirements

When embarking on a workforce consolidation program, it is critical to make informed decisions in a timely manner and communicate those decisions effectively.

Common elements in workforce optimization programs include:

- Identification of key skills and competencies needed for organizational success
- Identification of gaps between future needs and current workforce
- Objective assessment of individuals, considering forward-looking needs, past performance, skills and competencies and organizational fit
- Retention of individuals who fit into the organization and separation of those who do not

- Respectful engagement of individuals throughout the transition
- Compliance with obligations and terms; normalization of conversion standards to correlate roles, competencies and levels of performance; strategic alignment of cultures, policies and decision-making processes prior to and during integration efforts

SATORI FRAMEWORK

We partner with organizations to address workforce challenges at the individual, organizational and transformational levels. Our clients are able to:

- Engage and retain individuals with the competencies, potential and performance needed for success by conducting appropriate assessment and selection activities and establishing retention and development programs that maximize performance
- Establish an organizational infrastructure that will optimize performance. This may include organization design, governance, job design and alignment, succession planning and culture definition
- Facilitate the transition and transformation activities needed to realize business objectives. This requires engaging stakeholders through change management and communications



BENEFITS

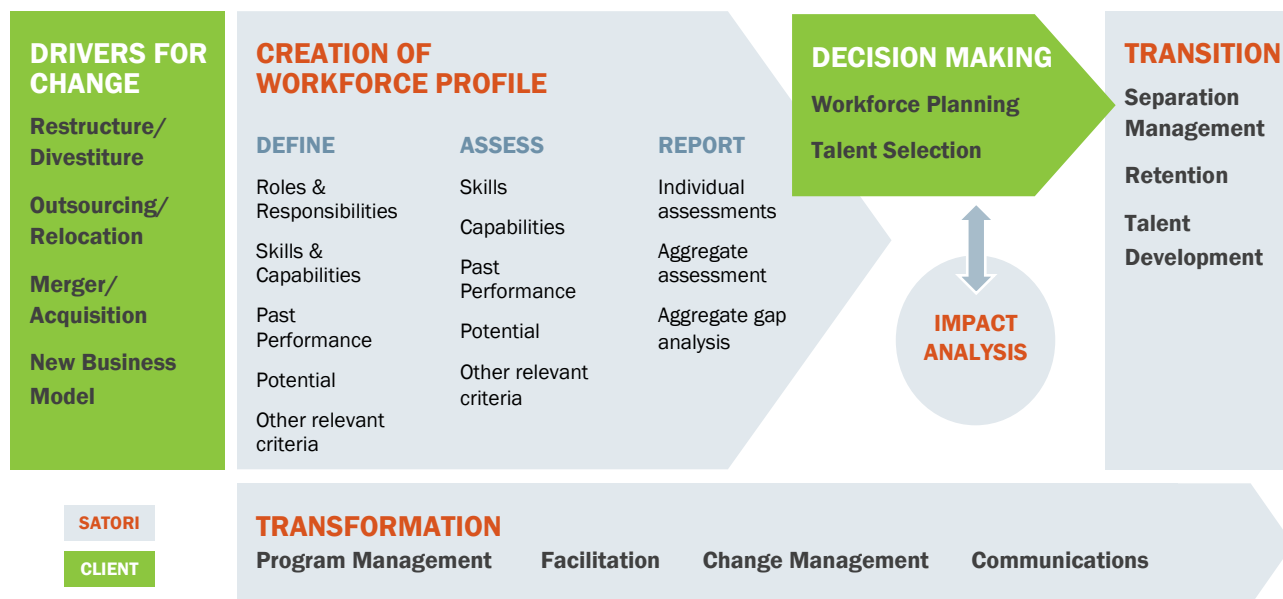
An effective workforce optimization effort is characterized by:

- Achievement of business objectives
- Retention of individuals needed for long-term success with minimal impact on client organization performance
- Minimal disruption to day-to-day business operations

THE SATORI APPROACH

At Satori Consulting, we help organizations structure and implement workforce-related decisions in a way that is anchored to the business drivers for the change. Our approach includes:

- Working closely with leaders to create a business-driven workforce profile for use in decision-making about consolidation
- Analyzing the impact of decisions to help leaders remain objective throughout the consolidation process
- Designing transition plans that optimize the impact of decisions
- Overseeing the workforce consolidation program through facilitation, change management and communications, ensuring the integration of activities and the ongoing engagement of key stakeholders throughout the process



CREATION OF A WORKFORCE PROFILE

Satori creates a business-driven workforce profile to enable objective decision-making by:

- Defining organizational requirements regarding roles, responsibilities, skills, capabilities, potential, performance history and any other relevant items
- Assessing the current workforce against organizational requirements to identify strengths and gaps
- Reporting assessment results at the individual and organizational levels, summarizing strengths and gaps

DECISION-MAKING

Satori supports decision-making by providing an Impact Analysis that outlines potential adverse outputs prior to making workforce decisions.

TRANSITION

We design separation management, retention and talent development programs that ensure the alignment of individuals to organizational goals and prevent inefficiencies and interruptions to business activities over the long term.

TRANSFORMATION

We oversee the workforce optimization program from design to implementation, facilitate planning sessions, and implement change management and communication efforts to integrate activities and to ensure that business objectives are achieved.

At Satori Consulting, our mission is simple: to work side-by-side with clients to discover opportunities and solve problems. We strive to provide both comprehensive and expert service, mindful of every client's unique needs. Our team of highly-skilled management consultants brings a wealth of industry and functional experience to provide wide-ranging services in project and program management, risk management, change management, organizational effectiveness, strategy and advisory, business process engineering, performance management, and infrastructure and technology.



48 Wall Street
Suite 1100
New York, NY 10005
Phone 212.918.4560

info@satoriconsulting.com
www.satoriconsulting.com