

Organisational Effectiveness

Management capability
Management effectiveness
Leadership quality
Building organisational capability
Cost effective – consistency – quality
Improvement in organisational performance
Productivity impact – business benefit

The Business Impact



Overview

Organisational effectiveness stems from the organisation being able to do the things it needs to do with minimum use of resource. In fact “not doing things that don’t need to be done” is perhaps the single biggest contribution to becoming truly effective. Making tasks simpler so there is less work, avoiding mistakes so that there is no rework, quality systems to get things done consistently, training to enable a task to be done quicker are all examples.



However, the organisation doesn’t become more effective spontaneously. It requires time, effort, know-how and will. Individuals, particularly those with management responsibilities need to have the skills and competencies to analyse what is going on, to propose solutions to problems, and implement the changes in the workplace and to have the confidence that consistent long-term improvement is what will make the organisation competitive.



If the gains in effectiveness are not to be eroded the whole process needs to be set in a culture of continuous improvement so that each improvement builds on its predecessors and is not lost just as easily as it was gained through apathy or through attention shifting else where.

Case Studies

Find out how our clients were able to improve Organisational Effectiveness through the following case studies;

- Career Plans
- The Interview Process
- Programme Management
- Towards Investors in People
- Training Needs Analysis
- Structured Learning Package

Contact Us • Call us on: 01606 854813 • email us at enquiries@jestmanagement.co.uk

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 Small Brook • Ivy Farm • Station Road • Crowton • Northwich • Cheshire • CW8 2RQ

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