

Engineering People

Individuals can choose to engineer themselves. Trying to "change" people is costly and can be offending. No one likes to hear that there is something "wrong" with them. Therefore our focus is on engineering groups. To do this you must be able to predict behavior, not "feelings." You have to know what will happen if particular people are brought together as a group. Once you know this, you have many options.

The simplest option is to substitute people. You can run and rerun analyses and watch the change in direction as people move in and out of the group. Using this strategy, you can "fine tune" a group. The group can be designed to "naturally" do what you want done.

If the group composition is "set" you have other options. To choose among them, you have to know what the likely effects will be on the specific group you are trying to engineer. Try the wrong intervention and you will fail. Organizational Engineering minimizes this exposure by alerting you to viable options.

As an organizational engineer you are typically not in a position to dictate to a group. Rather you have to guide the group towards choosing what is best for them. To do this, you have to know the likely response to your initiative options.

Individual people will respond to your ideas. To guide them you need to know exactly who is likely to take what position. Other group members will then temper or magnify these initial positions. The analytical tools of Organizational Engineering can help predict this interaction flow. Organizational Engineering gives you the tools. You do the engineering. This brochure outlines some of the tools that can make this happen.

Can I find out more?

You can get an exhaustive explanation of the various analytical products by contacting: Organizational Discovery, 757-393-7721, 757-535-7721 or by email: griff637@verizon.net.



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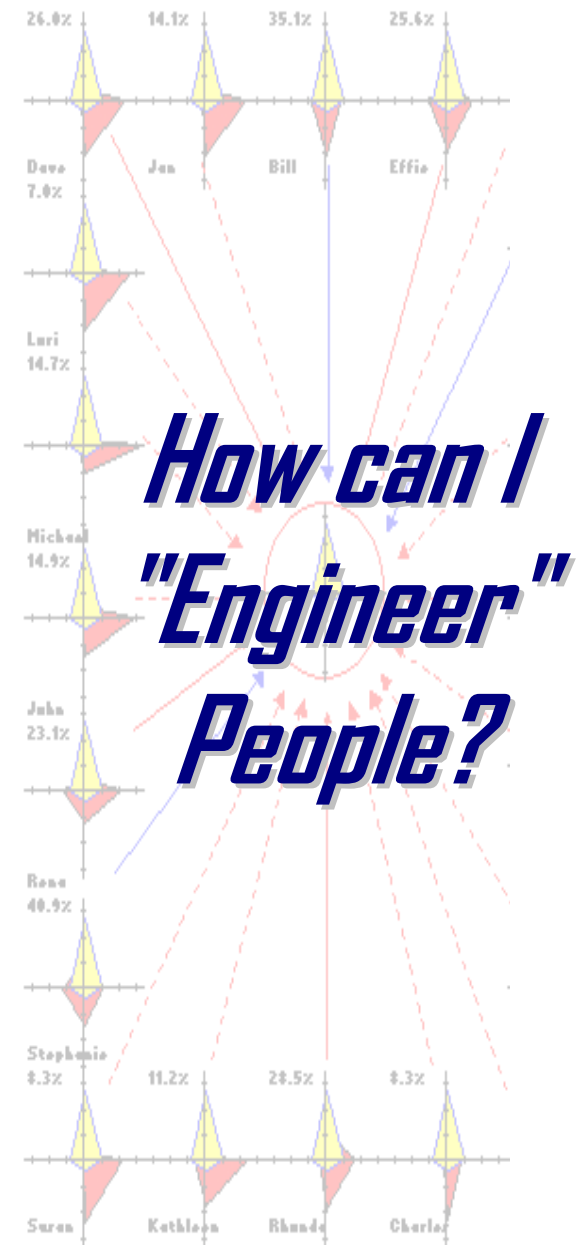
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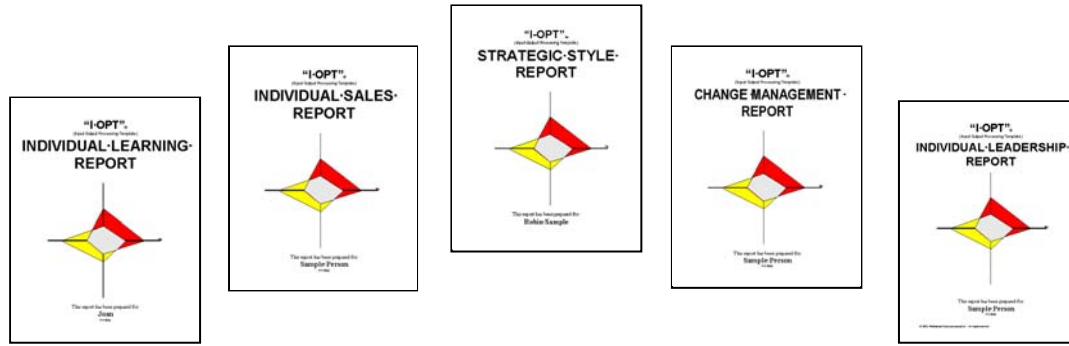
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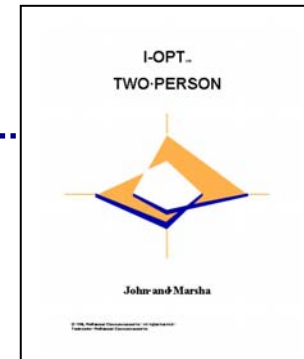
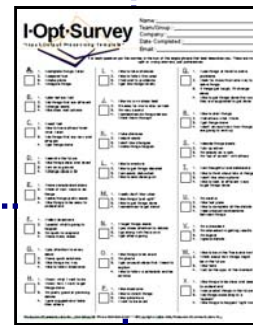
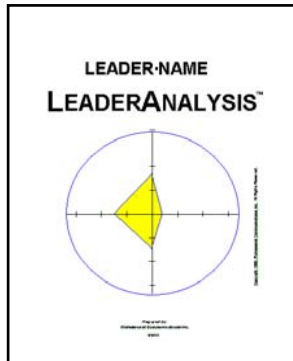
Individual Reports

Engineering begins with individual reports. Each report is focused on a specific area. You choose the one keyed to your area of interest. The reports tell you what you can expect from the individual participants. All reports have recommendations that can be used as a basis for instruction or discussion. You can “engineer” your intervention knowing in advance what to expect.



TwoPerson™

This report is used for engineering pairs of people. It is often used on two person workgroups, in mentor/coaching pairs, and with new hires who need to be integrated quickly into existing organizations. Engineering here involves aligning behaviors. The report works by showing how behaviors can be aligned. It defines exactly where issues are likely to arise and what can be done about them.



LeaderAnalysis™

This report is used to help a leader engineer a group to better meet their objectives. It does this by analyzing the group preferences relative to those of the leader. This is done for the group as a whole, for various sub-groups within a group and for the individual group members. The artificial intelligence embedded in the system then uses the analysis to make recommendations that the leader can use to better align the group to his/her objectives. Your engineering contribution is to help the leader assess the options and choose among them. You introduce the local conditions and personal preferences that are unknown to the computers producing the report.

TeamAnalysis™

This report is used to engineer groups of between 3 and 20 people. The report analyzes the group by assessing how all of the people will interact simultaneously. It then identifies group strengths and vulnerabilities. New groups can be engineered by substituting people until group strengths match the objectives being sought. In cases where an existing group must be engineered, the report offers suggestions a group can use to offset any vulnerability or magnify its strengths. Engineering an existing group is a matter of helping it choose among options.

