



MANAGEMENT SYSTEM

The Neglected Source of Competitive Advantage

Execution depends on rigorous frameworks, methodologies, and tools, particularly in process and technology. However, in management, execution often lacks systematic guidance, tools, and support, which leadership accepts as normal—not realizing it could be dramatically improved.

ORGANIZATIONS OFTEN FAIL TO EXECUTE BECAUSE PEOPLE:

Are Not Accountable:

- Their job design is out of date, inaccurate, or nonexistent, so they do the wrong things.
- They are held responsible for everything without prioritization, so they get frustrated and overwhelmed.
- They are measured on the wrong things; goals are misdirected, unclear, or are not reviewed appropriately.

Are Not Capable:

- They are promoted into a job they cannot do because job capability standards are not clearly defined.
- They are promoted based on old job performance which is not relevant to the new job.
- They are frustrated because their job is too big (they are overwhelmed), or too small (they are bored).
- They are a victim of the Peter Principle.

Are Not Motivated:

- They don't fit the organization's values and culture preferences.
- They work for a boss who lacks the organization's values or culture preferences.
- They don't have the mindset of successful performers.

ORGANIZATIONS EXECUTE VIA IN³'S SYSTEM, WHICH ENSURES PEOPLE:

Are Accountable:

- Creates job profiles to identify responsibilities and prioritize accountability areas
- Provides software to set, measure, and reward goals
- Automates the linkage between accountability, design, and other organizational issues

Are Capable:

- Sets organization and job competence standards
- Provides software to identify talent gaps, set training goals to close gaps, and generate structured interview guides to identify candidate talent depth and job requirements fit
- Maps capability at a macro, not granular level, for easier talent decision making

Are Motivated:

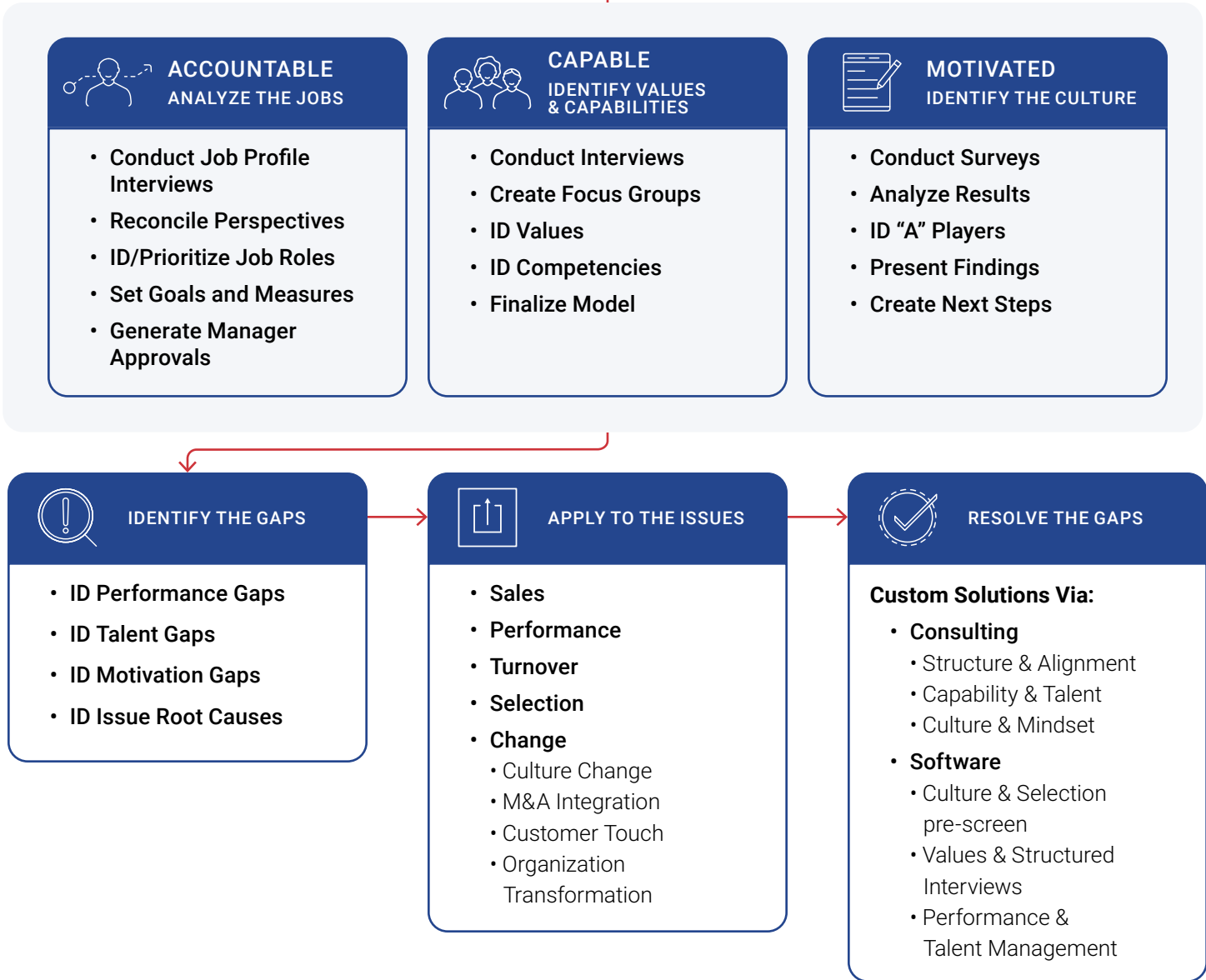
- Identifies organization values and culture type to remedy motivation problems
- Provides software to select and promote talent motivated by the organization's culture
- Identifies the linkage between culture and other organization issues



in³ APPROACH

MEETING TO UNDERSTAND THE ISSUES

About You / About Us / Interviews / Issues / History / Impact / Ideal / Next Steps



PROBLEMS WE SOLVE:

- Sales
- Performance
- Turnover
- Selection
- Change

PROJECTS WE DO:

- Culture
- Job Design
- Talent Requirements
- Training on Framework, Software, and Methodology

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