????! Thinking for Results

Organizational Intelligence

Intelligence is the capacity to apply knowledge toward a purposeful goal; the ability to learn or understand or to deal with new or trying situations; the aptitude to profit from experience.

In the past, you could create a quality product or service, sell it at a fair price, and remain in business. But today, organizations face monumental opportunities and challenges daily. What worked yesterday may not work today. You need all the eyes, ears, and perceptions of your people just to keep pace. You must maximize your *Organizational Intelligence*.

Program Elements

There are two key principles behind *Thinking for Results*. The first is the *emphasis on results - your results.* We start by identifying the specific results you would like to achieve, the benefits they would provide you, and how you will measure when those results have been achieved. The process begins with the audit on the reverse side of this sheet. It continues with interviews and facilitation to identify a specific project which will be the focus of the development process. Not only will your people learn practical problem solving skills, they will do it by solving your pressing problems. Not only will they learn decision making skills, they will make decisions with valuable outcomes.

We are so passionate about measurable results that we won't take on a project if we can't identify the improvement you want in your situation. Equally important, we won't commence a project until you convince us you are committed to the results.

The second key difference in our process is that *we tap in to the expertise of your best performers* and the strengths of your best ideas. By working with your best and brightest people one-on-one and in small groups, we help them identify not just what they do but *how they think*. This expertise - your most valuable business asset - is transferred to others in your organization, boosting performance.

Thinking for Results is more than a seminar. It is a process involving interviews, observations, analysis, coaching, workshops, surveys, and collaborative groups. We address the three principle reasons that people don't think better: they're not encouraged to think, they're not allowed to think, or they don't know how to think better.

About Randy Park

Randy Park is a keynote speaker, facilitator, and strategic coach. He is the author of the book "**Thinking for Results - Success Strategies**" which is available in bookstores across Canada. He is a Professional level member of the Canadian Association of Professional Speakers (CAPS). Randy has presented to dozens of organizations and thousands of people.

Randy holds Bachelors and Masters degrees in Physics. While working with world leading technology companies Randy observed that even brilliant people sometimes do some not-so-brilliant things. After studying how people think and act Randy created simple but powerful models and tools. *Thinking for Results* helps people understand and improve their *thinking* to enable them to achieve the *results* they desire.

Randy is also an accomplished sailor, having competed in sailing races since he was twelve and raced in regattas (including two world championships) in North America and Europe in the past thirty years. He has also sailed from Hawaii to Vancouver, Canada. The use of strategy, teamwork, and effective thinking is crucial in sailing, and some of Randy's approach draws on his extensive sailing experience.

IDENTIFICATION
Where do you want improvement?

FACILITATION
What prevents this improvement?

MOTIVATION
Encourage people to think better

EDUCATION
Teach people better thinking

COLLABORATION
Distribute best thinking

"A thought provoking speaker"

CAPS
CANADIAN ASSOCIATION OF PROFESSIONAL SPEAKERS

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ORGANIZATIONAL INTELLIGENCE AUDIT

What improvement do <u>you</u> <u>need</u> for greater results?

☐ 1   Consistently better decision making

☐ 2   Avoidance of mistakes by anticipating the future

☐ 3   Improved group decision making processes

☐ 4   Higher personal responsibility for outcomes

☐ 5   More thoughtful analyses of successes (and failures)

☐ 6   Better use of experience which exists in the organization

☐ 7   Lower probability of getting stuck in "we always do it this way"

☐ 8   Employees more skilled at identifying priorities

☐ 9   People who see the big picture, not just the details

☐ 10   People who understand the importance of details

☐ 11   Delivering more realistic and accurate plans for projects

☐ 12   Higher payoff from training and change initiatives

☐ 13   Improved problem solving skills

☐ 14   Greater initiative in attacking problems

☐ 15   Improved distribution of new learning and experiences throughout the organization

☐ 16   More creative approaches to problems

☐ 17   Raising average performers toward the top performers

☐ 18   Developing a better understanding of what customers are thinking

☐ 19   More effective meetings

☐ 20   Increasing the flow of important information

☐ 21   Reducing flow of unimportant information

☐ 22   Getting a diverse workforce pulling in the same direction

☐ 23   Increased initiative in decision making and problem solving

☐ 24   New and unique solutions to old problems

☐ 25   Increased awareness of new opportunities

☐ 26   More consistently good results, less variation

☐ 27   Fewer mistakes which cost time or money

☐ 28   More accurate communications between people, departments or divisions

☐ 29   More customer focus at all levels of the organization

☐ 30   People with more "common sense"

☐ 31   _____

Fax, phone, or e-mail your completed audit to:

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