

OPD-HCD™ HUMAN CAPITAL DEVELOPMENT SYSTEM FOR SMALL BUSINESS

**A summary of the OPD system
as applied to a small business
with 2-9 staff.**

**Organizational
support for the
(typically)
owner-operator
small business.
Strategic human
resource
management
building team
commitment and
satisfaction,
improving
profits, while
ensuring owner
time and peace
of mind to fully
enjoy their
success.**



OPD-HCD™ for small business

The trade mark is unregistered, it signifies human capital development within OPD theory and the general theory of psychology from which it is derived.

OPD-HCD™ (human capital development) is the scientific system directly linking the organization strategy to the daily behaviour of staff so every person contributes directly to strategic success and enjoys improved work life satisfaction from that success. The strategy-people link is then managed via the cultural and team leadership processes that ensure people stay focused, committed, having fun while doing what they need to do.

Every person striving for perfect game plans perfectly delivered.

Steps	What consultant actually does
1. Vision.	
2. Strategy. Kept very tight and precise.	After discussion, draft clear, simple strategy statement.
3. Organization structure. To map the strategy effectively on to the identified market. Defines teams/divisions, etc.	Projected business plans this year. Who expected to do what? Clarity of each role and how they work as a TEAM.
4. Role in teams. Identifies the skills and actions needed in each team.	
5. KPIs in each role. Defines what is expected in each role.	KPIs in each role.
6. Business processes in each role integrating the role into the team and into the broader organization.	
7. Ideal actions. The ongoing behaviours derived from KPIs and from the business processes of the role that offer the greatest chance of greatest success.	Ideal actions from KPIs and business processes.
8. Role specifications. Defines expectations in a role. The core coaching tool for team leaders. The set of all role specifications is the behaviour structure relative to the strategy. Signed off by CEO who then understands that if the behavioural structure is achieved to standard then the	Draft role specifications for each role in the organization. Get agreement from people that success is delivery of role specifications to standard.



- strategy has greatest chance of greatest success, and the organization will operate smoothly, and will be maturely responsive to changing economic conditions.
9. OPD-HCDIT™: Capture the structure and role specifications in the human capital development IT system as foundation of the learning firm.
 10. Team meetings to discuss the process and review role specification.
 11. Begin building game plans and increasing team fun and fulfilment from successful delivery of ideal actions to standard.
 12. Monthly meeting of consultant with staff reviewing their success at delivery of agreed ideal actions.
 13. Monthly meeting with CEO on improving EBIT and on building team commitment and motivation.
 14. Working 'on' business as required. Record as required in OPD-HCDIT™.
 15. Change management and adaption to changing economy. Improving customer satisfaction. Record as required in OPD-HCDIT™.
 16. Identify and implement opportunities to profit improvement. Record as required in OPD-HCDIT™.
 17. Success: Ideal actions become habit. People enthused with success. Improved results. Changes easily implemented. Organization stays sharp and relevant to customers. Peace of mind that the right things being done at right time. Positive, professional, relaxed culture. More time, more money, improved work life success.
- Negotiate role specification details until everyone agrees. Final agreement is CEO.
- Learning firm: Ensure the agreed ideal actions captured in the OPD-HCDIT™ system as 'how things get done around here'
- Gain agreement people want to be successful and therefore will commit to the agreed role specification.
- Guide development of game plans in mind from role specifications.
- What ideal actions were NOT delivered? What were? Did they work? What changes needed? What will we focus on next week to improve?
- Staff/team performance monthly review with CEO/owner
- Creative review with team on what has been learned what changes need made to role specifications.
- Identify with CEO and team opportunities to improve results. Make changes in role specifications to implement improvements.

Perfect game plans perfectly delivered



Why should I bother?

To have peace of mind your team is committed to perform to high level and are very clear on what it is they need do. Improve business results and have time to enjoy it. Staff engaged, committed, fulfilled in their work life.

Why is OPD-HCD™ a better system and what does it do different?

OPD-Theory™ is the scientific understanding of the link between people and the organization that enables better management of the link so the people and the organization both benefit.

Better understanding better technology better results

Financial payback

HCD-OPD™ for small business is a monthly subscription service geared to offer strong payback for the client. First payment is on agreement, and thereafter paid monthly in advance. Termination is three months' notice.

Personal payback

Work is crucial part of life. People are guided in establishing that clearly in their mind and then choose to make their work-life more successful. People act on the ideas they apply to situations, with the intensity derived from the emotions they attach to the ideas.

OPD-HCD™ guides people to apply more effective ideas, called game plans, to manage their involvement with work so they and the organization both benefit.

Win-win: Financial and personal payback for everyone involved

References available on request. Phone and email contact below.

Contact us today to arrange a no-obligation discussion of bringing scientific understanding of human performance into your business.