

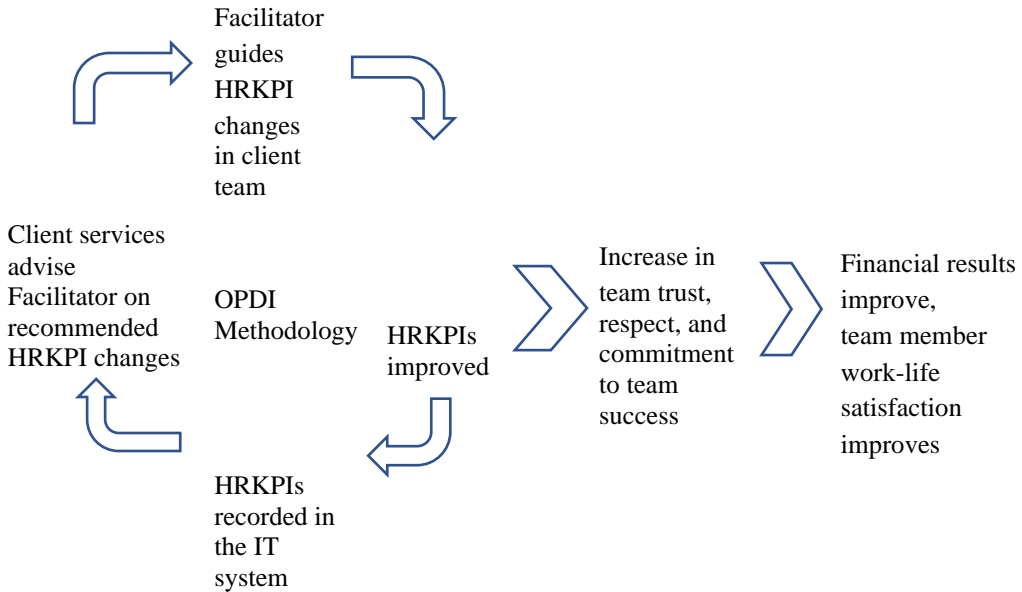
OVERVIEW OF OPD-THEORY™ OF HUMAN CAPITAL DEVELOPMENT

A summary of the OPD system as applied to organizations to improve results and lift satisfaction in increased success.

Managing mind to
achieve greater
success.

Consulting/Facilitation process

The only proactive HR system adding value not merely protecting the value that exists. Adds value, if and only if all other HR policy bought into line.



OPD-HCD™ is a cloud-based IT system managed by OPDI providing advice to OPDI Authorised Facilitators. Facilitators are assigned to clients to build and maintain a range of HR key performance indicators (HRKPIs) as a leading gauge of profitability and staff satisfaction. The HRKPIs are leadership team performance technology derived from the fundamental science of Dr Graham Little (refer www.ssrn.com/author=2572745). OPD-HCD™ provides access to our cloud-based system, with facilitation provided by an OPDI business partner. Web site, www.opdcoach.com. Suggest scan scientific papers behind each topic box to get impression of scientific research depth behind OPD-HCD™.

How is it different? If a person has a goal, and if they are made clearer in mind how to achieve that goal, and if they do it with same effort, will they get increased goal achievement? OPD-HCD™ is the only system of team leadership technology derived from the only scientific general theory of psychology. It enables causal certainty not delivered by any other system. To review the product and background science www.opdcoach.com.

Why has it not been done before? There has never before been a scientific general theory of psychology. All previous psychological discussion has placed emotion ahead of ideas. OPD-HCD™ is derived from the only dualist theory of psychology, placing ideas ahead of emotion. This reverses the current popular understanding from leadership before management to management before leadership. Background science refer www.ssrn.com/author=2572745.

Why is the training so long? It tends to look the same but is very different. If client staff are offered the slightest chance of doing what is well known and popular, they will take it. If they do, the increased results promised by OPD-HCD™ will not occur. The training is so long to ensure all those implementing OPD-HCD™ have purged all historical thinking from mind, and their mind and words fully consistent with OPD-HCD™.

Why is a Facilitator not able to use their own ideas? Because if they do, there will be no increase in results and no gain in work-life satisfaction as promised in the OPDI Business Case.

What exactly is the aim? To deliver better result and increase staff work life satisfaction.

What exactly does it do? For every person in the organization to be clearer on what exactly they need do to have greatest chance of greatest success relative to the agreed strategy and be actively doing it.

Why will it get better results? Because (1) it is more systematic at identifying what exactly a person in a role must do to make greatest possible contribution to the strategic success of the organization. (2) It offers more precise, scientific guidelines of how to get people to do exactly as they need do to make greatest possible contribution to organization strategic success.

Why is it the last and only approach linking people to the organization will ever need? Because it is based on thorough science, there is nor can be anything better.

Why must all policy be consistent? Any policy inconsistent with OPD-HCD™ will detract from the results.

Why does it take 18 months to get client ‘buy-in’? Because people have deep pre-existing ideas on psychology, organizations, etc., it takes significant time for these to be overcome, and for the new science-based thinking of OPD-HCD™ to be adopted.

What exactly does a facilitator do? With quiet, reflective input, guides people to think through their choices of how to understand themselves at work, and for them to choose the path defined by OPD-HCD™.

What are critical components of OPD? (1) role specification defining the KPIs derived from the strategy, and the ideal actions needed to achieve the KPIs. (2) Audits that people accept their role specification and committed to doing it. (3) Audit that they comfortable in the work team. (4) Audit that the output from the team is getting results with the clients the team serves. (5)

Audits the team is applying creativity to improve performance. (6) Audits the team judge they are receiving the support and development needed for personal fulfilment.

Where does a facilitator go for advice? Facilitator can obtain advice from (1) Business Partner management. (2) OPDI leadership. (3) their assigned OPDI client satisfaction support.

What are HRKPIs? The scientific and precise measures gained from OPD-HCD™ audits. The HRKPIs are the precision items the facilitator maintains and seeks to increase in the team. Increasing HRKPIs means crucial human values are increasing in the team, such as trust, respect, clarity, commitment, and individual self-responsibility to team success.

What are the causal links of HRKPIs to the minds of team members? The facilitator enables HRKPIs and is provided guidance from their assigned client services support person on which HRKPIs to be worked on in the coming month. The facilitator then implements events and discussion in the team as guided by the OPD-HCD™ manual that are lift the HRKPI which is known to be consistent with increased focus, clarity, trust, respect, and commitment in the team.

What are OPD components supporting HRKPIs? Audits monitor HRKPIs, guided discussions with the Executive, team leaders and the team members then guide each in choosing different behaviours based on audit results and consistent with previously agreed choices by the team.

Does performance plateau? All other things equal, there is typical is tapering off of achievement and satisfaction. However, very seldom 'all other things' stay equal for long. Staff changes, market changes due competition, new markets/opportunities open up, teams learn about themselves, the product, the market, the competition. Etc. All such changes require a change in response by the team, hence role specification need *'tweaked'*, Such tweaking demands what people do changes, comfortable habits must be changed, which means the OPD-HCD™ system must be renewed, reapplied, and adjusted to deal with the changes. This in turn can be hard ... part of the learning is that top performance is NOT entertainment but refining and carefully reapplying that which is known to work.

'Entertainment' must never replace professional discipline: Dan Carter was a great NZ All Black left foot goal kicker, he never opted to kick right footed due he got bored of kicking with his left. Do not change what is proven to be successful because they may be 'bored'. If it works, is professional, then do it again facing the reality of the discipline required.

Why will organizations buy OPD-HCD™? Because it gets better results for the people and for the organization. To discuss email info@opdcoach.com.

To become a business partner email
info@opdcoach.com.