

WHY DOES OPD- HCD™ DELIVER A BETTER RESULT THAN ANY OTHER SYSTEM?

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.

Why does OPD-HCD™ deliver a better result than any other system?

Because people choose to make it so.

The science of people states:

1. **Choice/preference:** People choose their life preference/direction. Traditionally, it was set for them by the ‘culture’ within which they were born.
2. **Ideas the set of the sail:** Acting out their life preference is based on their understanding of their choice.
3. **Emotions the wind in the sail:** The intensity with which the ideas acted out depending on the emotions associated with the ideas.

Applying OPD-HCD™ human capital management (HCM) technology within a business the science translates as follows.

1. **Life preference:** People choose to be successful in their work life and agree to work with the team leader to enable their personal work life success.
2. **Role specifications:** Derived directly from strategy, based on goal-action the role specification is the agreed focus of the role (a job can consist of several roles). The CEO signs off on all role specifications, and knows that if the role specification delivered to standard, then the strategy is realised as fully as people can deliver it. The person accepting the role agrees that the role specification offers greatest chance of greatest success, and enacting the role specification to standard is work success for them in the role they accept.
3. **Motivation and commitment:** There are two primary sources of motivation, one from within the person, their personal drive to have a successful work life, and each morning in the mirror, as they prepare for the day, they can feel proud of the person looking back at them from the effort the day before. Second, the team leader is ensuring every day the person

having fun, keeping agreed ideal actions from the role specification top of mind, and is applying their talents and skills to the best they can.

Scope of this HCM technology: OPD-HCD™ applies in any sized organization.

Business success driven by personal work life choice: People choosing to be personally successful, makes the business successful.

Clear psychological targets: People choosing work success, adopting the role specification as their personal game plan of how to achieve personal work life success. It is crucial people understand these targets, and the role of the team leader in helping them to maintain the targets in mind while at work.

Clear organizational targets: Well defined and apt role specifications. Team leaders' keeping agreed role specifications top of mind, and ensuring people enjoying their day at work. All associated HR/leadership processes fully aligned with the OPD-HCD™ technology, such as: Satisfaction audits, performance management, engagement, cultural management and development, training, recruitment, talent identification and management, internal governance of strategy roll out.

Payback: 20-40% increase in profits. Reduction in staff turnover. Business much more responsive to economic change. Dedicated team member-team leader bonds. High engagement and satisfaction.

Quality facilitation the key to success: Business/organizational success lies in the minds of staff. OPD system coordinates minds enterprise wide so people act in coherent manner to enable greatest chance of greatest strategic success. Managing minds requires high quality facilitation skills. OPD Facilitators are trained and authorised by OPD, and must hold a current qualification OPD Qualified Facilitator (OPDQF).

OPD-HCD™ Brochures: Implementation varies depending on the size of the business.

- **Small business:** OPD-HCD™ applied in businesses with 2-9 staff. OPD Consultant experienced in small businesses, and acts as senior team leader. Small Business (2-9 Staff) OPD-Theory Organization Design and Human Capital Development (January 14, 2017). Available at SSRN: <https://ssrn.com/abstract=2899501>
- **Medium business:** Applied in business with 10-100 staff or more which have no strategic HR function. OPD Consultant delivers the internal workshops coaching team leaders, and guides Executive discussions as technical advisor. OPD-Theory of Organizational Design for Medium Business Without Strategic HR (January 14, 2017). Available at SSRN: <https://ssrn.com/abstract=2899502>
- **Large business:** Any size, with a strategic HR function. OPD Consultant guides development of resources within HR who deliver the internal workshops for team leaders and guide Executive discussions. OPD-Theory of Organizational Design for Large Business/Corporates with a Strategic HR Function (January 14, 2017). Available at SSRN: <https://ssrn.com/abstract=2899503>

Introduction to OPD-theory™ technology

One-day Senior Executive workshops are available for Executives with enterprise wide responsibility to explore and adopt the technology in their own roles. Available from various distributors, refer to OPD International for a workshop facilitator nearest you.

Executive workshops: Each based on a book. Seven one-day workshops. *Time budgeting, Mind of the CEO, Modern team Leadership, Role of HR in the Modern Organization, Human Capital, Rollout of strategy, The high performing organization*, Brochure: <https://ssrn.com/abstract=2899499>

OPD-HCD™: Perfect game plans perfectly delivered

The only HCM technology derived from a general theory of psychology.

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Contact OPD for your nearest OPD Qualified Facilitator.

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