

21 years research & development in Learning and Change

“2 out of every 3 change initiatives fail”

Source:
Harvard
Business
Review
Online, Oct.
1st, 2005

**GUARANTEES THE
SUCCESS OF THE
CHANGE YOU NEED**

Today's Organizations to survive or to excel, need to incorporate improvements continuously (in their people - technology -processes). In this action they commonly forget the change or transformation that simultaneously must be achieved in their personnel.

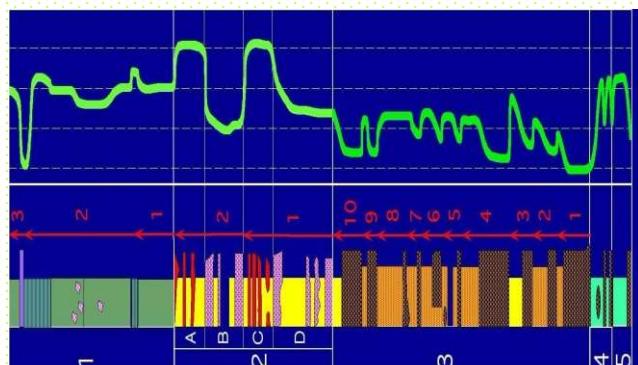
EDT known by the Spanish acronym of Dynamic Assessment of Transformation, is a management technological solution (*software and coaching*) that offers a systemic change strategy.

The strategy consist:

- a.-** in the development of personnel generic capabilities and the assessment of their performance.
- b.-** in the development and assessment of key organizational competences and productivity improvement as consequence of that development.

EDT© Contributions

- Presents an accurate description of the present situation of the Organization and what is needed to reach its strategic goals.
- Consolidates information related to tasks performed by the personnel and the functioning of the Organization.
- Provides charts showing the gaps present in Performance and Functioning indicating simultaneously their nature: Technologies, Processes, People.
- Constructs indicators to assess all gaps.
- Aligns personnel with the Vision, Mission and Objectives of the Organization, through the development of Learning Teams and a Networked Task Force.
- Facilitates new models of behavior for the Development of Personnel Generic Capabilities and Organizational Key Competencies; that will allow employees to make unique creative contributions, to the success of the Transformation.
- Continuously monitors the evolution of transformation in relation to the Costs and Benefits inherent to the Organization.
- Generates a new manner (behavior) of working, consolidated in the Human Capital that makes possible an Organization effectively adaptable to change in a sustainable way.



EDT© achieves unique conditions in Human Capital that guarantee a high level of success in the implementation of any change initiative.

What do you obtain from EDT©?

EDT© deliverables are:

- Diagnostic assessment report.
- Value Maps (Performance and Functioning).
- Change scope report.
- Problem solving charts.
- Human capital logical-creative contributions related to organizational benefits (report).
- Assessment report of organizational key competences related their benefits in performance and profits.



EDT© requires certain minimum information such as updated organizational chart and vision statement among others. Our specialist will help you with this information if necessary.