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2nd Research



The construction of a theoretical model
and a theory about:

How organizations learn to change

1st. Research (21 years)



I want to
share with
you my
two
researches

The
Results
were:

The Model, The Theory
and The Technology
generate:
The Comprehensive
Organization

2nd. Research (12 years)

The construction of a soft-technology as
the application of the Theory to optimize
productivity in the knowledge economy
through *organizations that learn to change*.

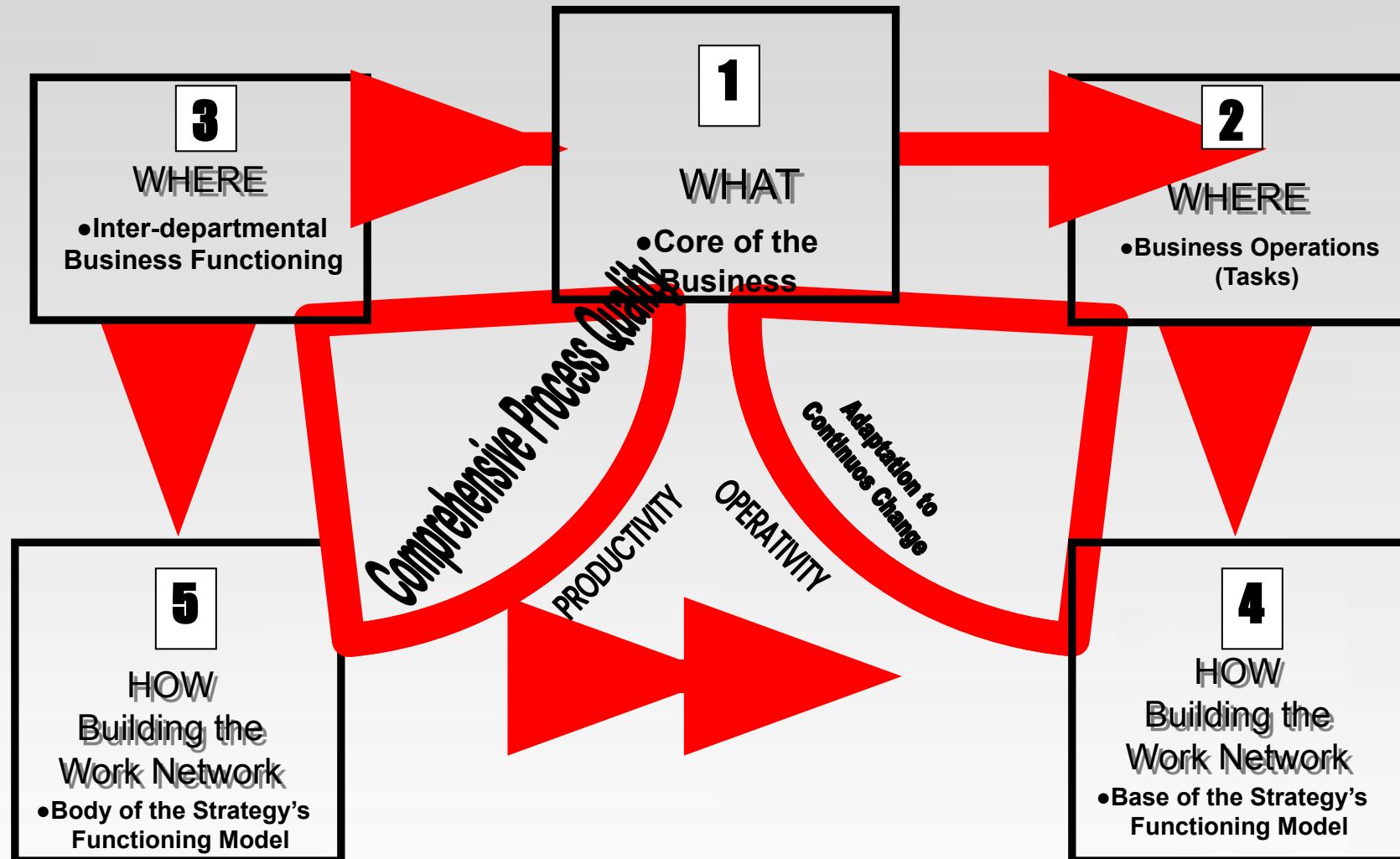
Flexible, to
adapt to
changes.
Fast, to
response
to
demands.
Innovative
to add
value to its
products
or
services.

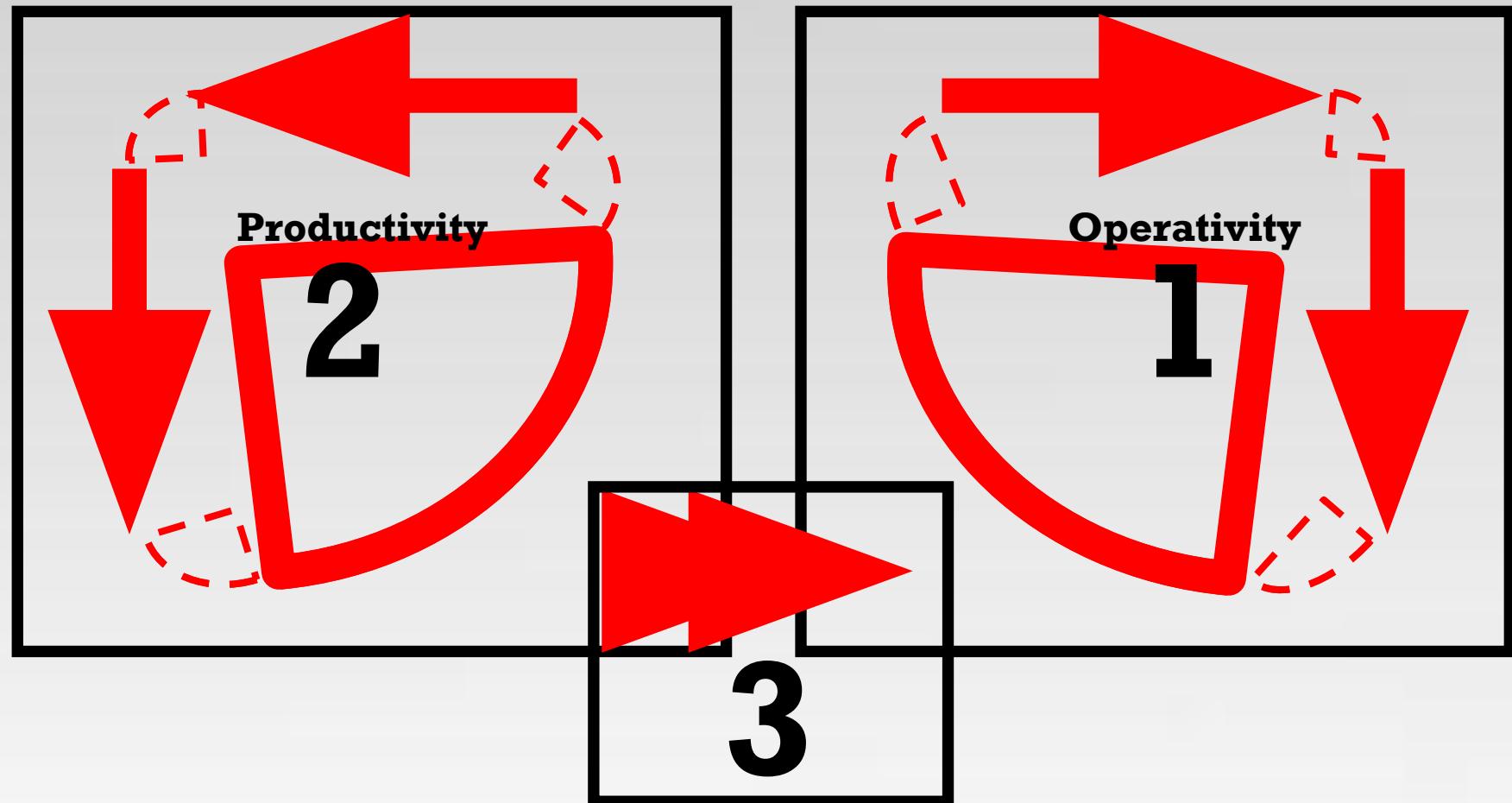
The importance
of the two
researches is
that they offer
and answer to
the challenge of
the new
realities:
▪ Productivity
▪ Wealth
▪ Globalization

APPLICATION DEVELOPMENT OF WES © FUNCTIONING MODEL

WES© Work Education System© TECHNOLOGY

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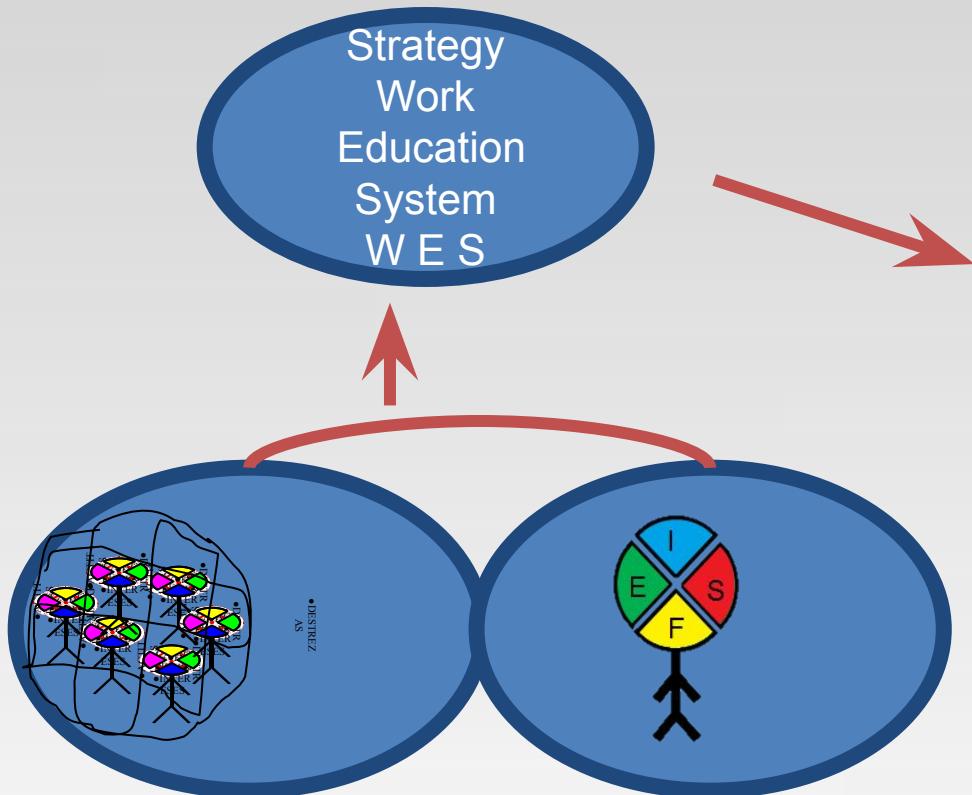




•Legend:

Productivity = Effectiveness of productive effort
Operativity = Effectiveness of operational effort

A strategy to improve Productivity, Operativity and management



EDO, MVO, CER, ACCO,
ACCO WITH THIRD PARTIES, DESIGN,
COMPENSATION, CAREER DEVELOPMENT,
EDT INTELLIGENCE

EDT/PPM
Work-Education System

Prepare personnel to adapt quickly to change

Keeps the change in time:
Creating Learning Units and Work Teams

What offers?

Encourages personnel to create knowledge, provide feedback and improve outcomes (accountability)

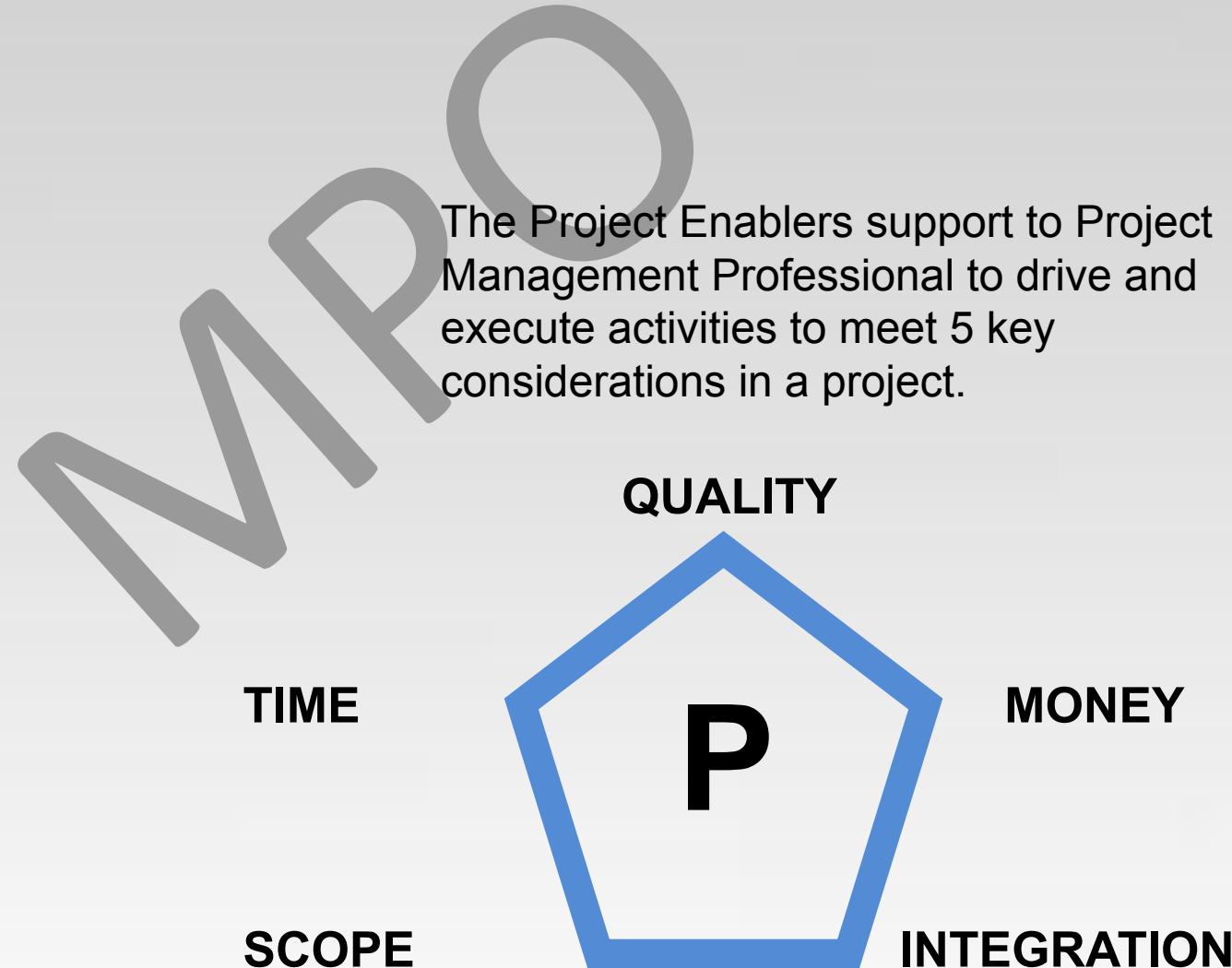
Aligns personnel in relation with the objectives

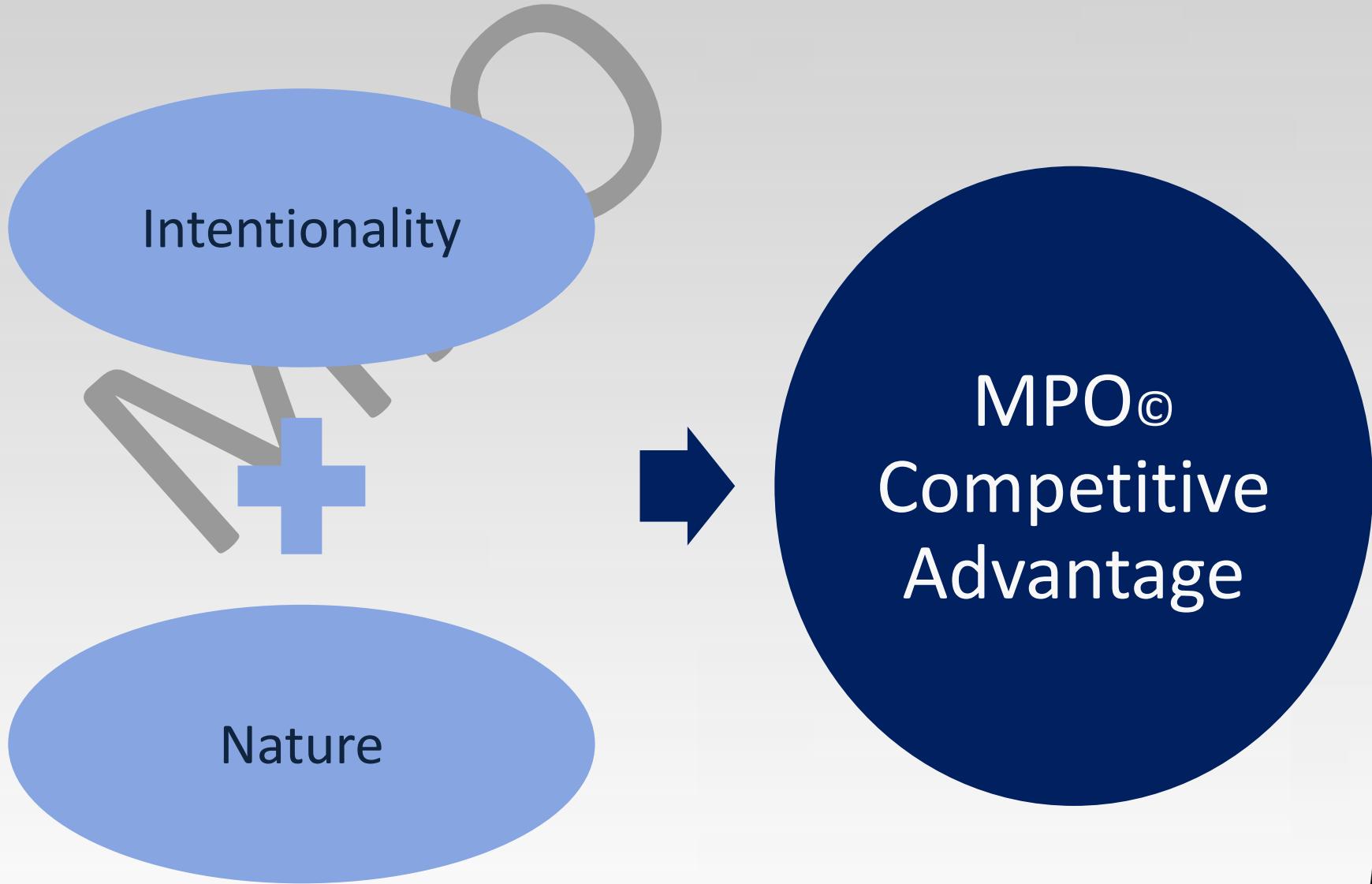
The personnel learn a logical-creative approach to problems and keep fluid relationships in order to assess continuously the risk in uncertainty situations

Big cost savings with personnel Generic Competencies Development

Personnel training as an organizational development factor to build aligned networks

Marroco Project Optimizer©

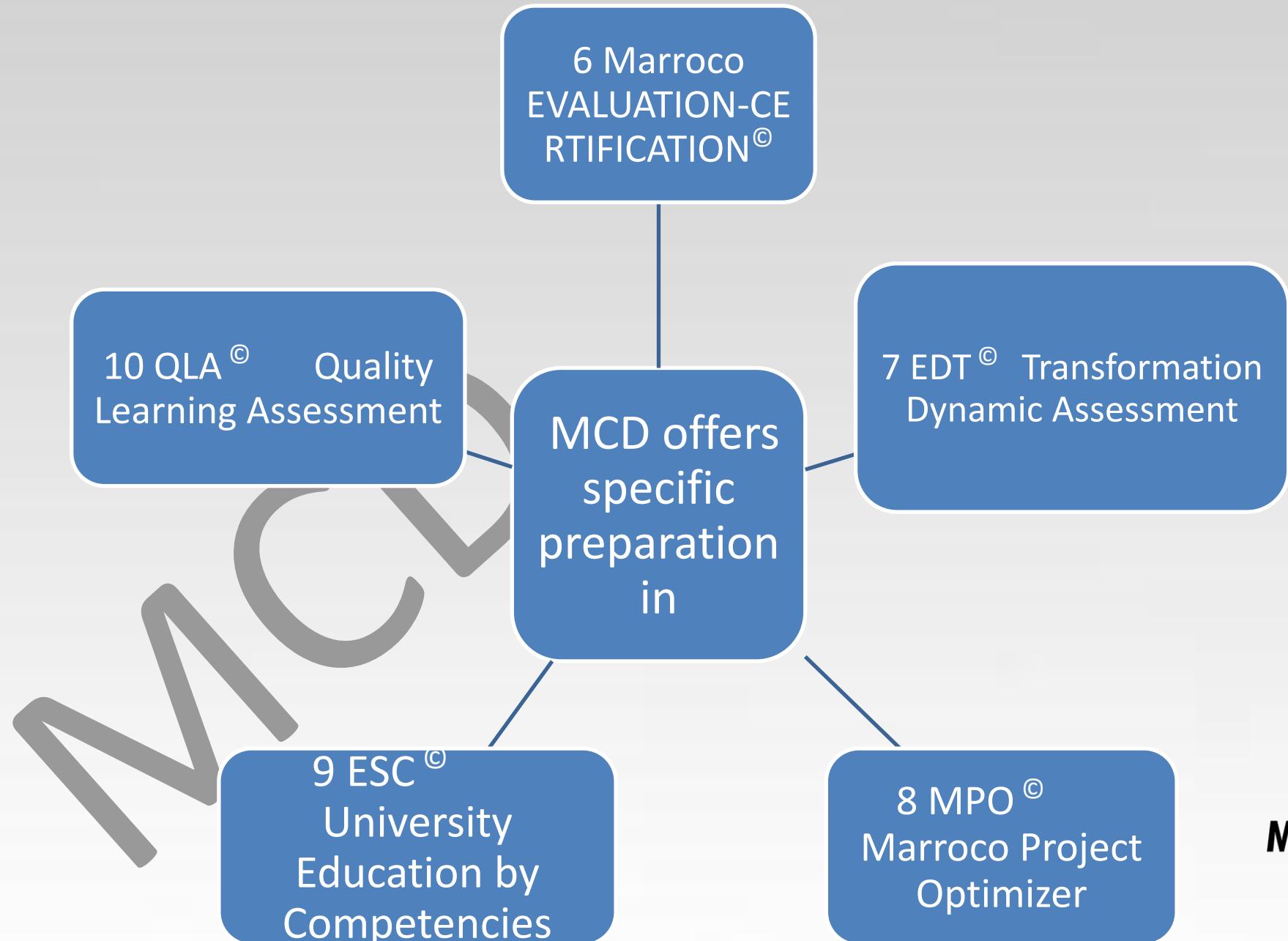




Marroco Career Development©

- MCD offers specific preparation in
 - 1 IDI © Research, Development and Innovation
 - 2 MHD © Marroco Human Development
 - 3 MCD © Marroco Career Development
 - 4 ACG © Learning Managerial Competencies
 - 5 EPXXI © XXIst Century Profile Assessment

MCD

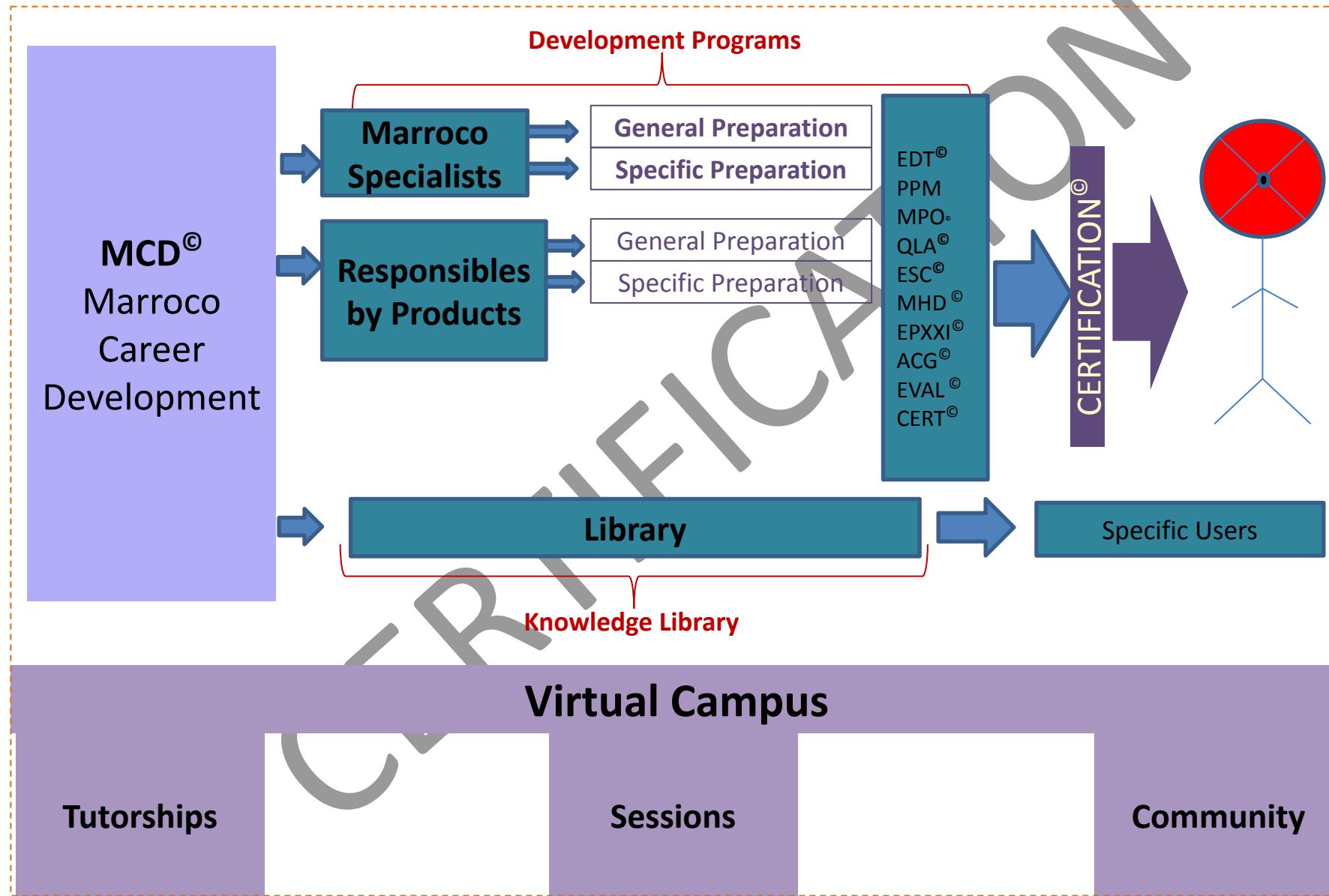




CLOUD Structure

Development

Assessment



Thank you!!!

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