



MARROCOTM
PRODUCTS

MARROCO
EDT[®]

TRANSFORMATION DYNAMIC
EVALUATION

GUARANTEES THE SUCCESS OF THE CHANGE YOU NEED



**“2 out of every 3
change initiatives
fail”**

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



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**, that consist of:

- a.-** in the development of personnel generic competencies 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.
- Constructs indicators to assess all gaps.
- 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.



Technological Approach

Web-based developed Software with a Service Oriented Architecture (SOA) model), providing a high level of homogeneity, security, support ease and reporting, allowing easy adaptation to special connection requirements, and operational tools required by clients.

- Aligns personnel with the Vision, Mission and Objectives of the Organization, through the development of Learning Teams and a Networked Task Force.
- 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 with EDT[®]?

- Diagnostic assessment report.
- Value Maps (Performance with personnel's tasks and Functioning with Departmental interrelations).
- Change scope report.
- Results Dashboard.
- Concentrated reports of management and personnel assessment.
- Career Development and Compensation Report.
- Organizational design.



IT IS GOOD TO IMPROVE, BUT IT'S BETTER TO LEARN HOW TO CHANGE

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