

# LEVINSON&CO.

LEVINSON INSTITUTE • LEVINSON CONSULTING • SONARIO®

Developing healthy organizations and strong leaders since 1968

# STRATEGIC ORGANIZATION™ AND SONARIO® SOFTWARE SYSTEM

ADVANCED LEADERSHIP SYSTEM DESIGN AND  
OPTIMIZATION TECHNOLOGY



# THE SONARIO<sup>®</sup> APPROACH PROVIDES:

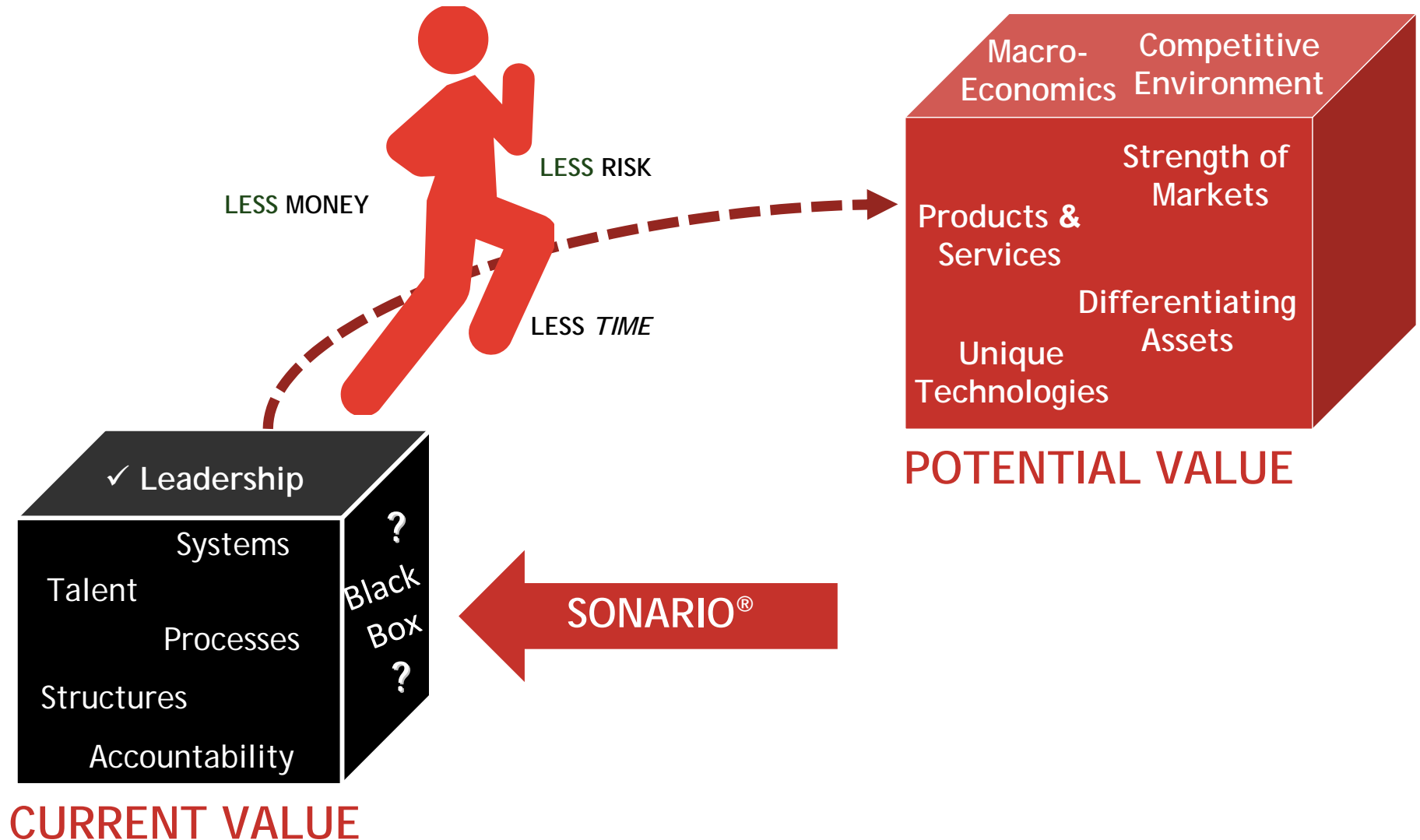
- Better understanding of factors necessary to realize an enterprise's value potential, the risks involved, and the organizational investments required
- A scalable model for building organizational capability, based on sound science, clear principles, and powerful technologies
  - Sustainable and accountable organizational alignment (structure and process)
  - World-class talent management
  - Leadership development
- A blueprint for systematically aligning every aspect of the company with its strategy and business objectives
- An adaptable model for the continuous improvement of process capability, efficiency, and accountability

# ASSESS CURRENT VALUE

- Fifty years of research about the properties of world-class businesses has identified the critical factors that determine how to:
  - *Design highly capable, efficient, and accountable organizations*
  - *Assess the level of value that existing employees actually contribute versus the untapped potential value to contribute*
  - *Ensure meaningful accountability systems that balance the need for process control and entrepreneurial initiative*
- By quickly assessing each of these factors, one can predict the amount of **time and money** required to release and capture the organization's potential value.



# SHORTEN THE PATH AND REDUCE THE RISK FROM CURRENT TO POTENTIAL ENTERPRISE VALUE



# VALUE-ADDING STRUCTURES?

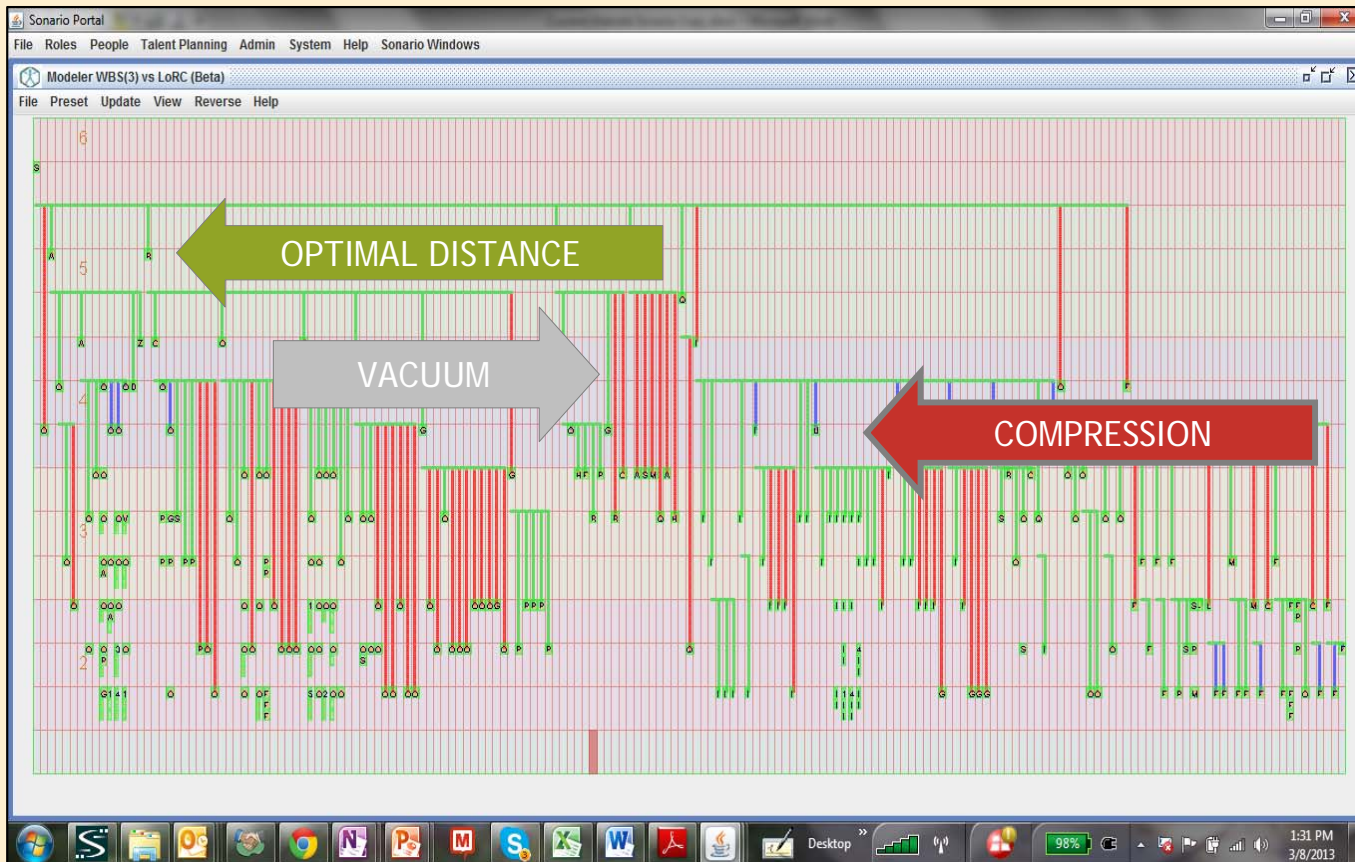
- It is generally understood that when companies have too many or too few levels they are less effective.
  - *SONARIO® enabled assessments of a company's levels of complexity can quickly identify where these conditions exist and estimate the actual-and-opportunity costs associated*
- When multiple markets are served within one company, how each business unit is structured can make all the difference between success or failure.



- *SONARIO® enabled assessments of a company's functional alignment will identify the degree to which value-robbing "matrix management" is sapping the company's profitability and provide accurate compensatory mechanisms, if required*

# VALUE-ADDING STRUCTURES?

*“Sonario<sup>®</sup> is the most effective way to design out bureaucracy and ensure that every role at every level adds real value!”*



*“How well is the **organization** aligned to capably, efficiently, and accountably deliver on its strategy?”*

*“How can we ensure the structure allows for every person in every role **to add value?**”*

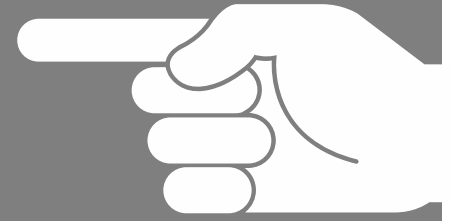
# CAPABLE AND ACCOUNTABLE PROCESSES?

- There is an old adage, “When two or more people are accountable for the same thing, then no ONE is accountable.”
  - *SONARIO®-enabled mapping of a company’s critical processes can quickly identify “disconnects” (where the ball gets dropped) and “conflicts” (where work stops because no one agrees who has the authority to decide).*
- A major contributor to poor quality and customer satisfaction is the lack of clarity re: who is accountable for “weighing in” on decisions.
  - *SONARIO®-enabled mapping of a company’s process accountabilities brings these ambiguities to light.*





# EFFECTIVE AND ACCOUNTABLE TALENT?



- Companies deliver consistently high value to shareholder and customers when their employees “keep their word” and “earn their keep.”
  - *SONARIO® documents deliverables and results, making it clear whether employees have kept their word and, if not, were they held accountable.*
  - *SONARIO® also ensures a uniform and accurate effectiveness appraisal process that yields a true rating of how much value each employee added in role.*
  - *SONARIO® easily identifies, searching the information and assessments collected, which parts of an organization are strong and well-managed and which parts are not.*



# STRATEGICALLY ALIGNED TALENT?

- Determining whether a company has the talent on-board with which to achieve its near-, mid-, and long-term strategic objectives is critical in weighing the risk
  - *SONARIO® enabled managerial assessments of employee current and future potential have strong scientific grounding and high predictive value*
  - *With SONARIO®, once potential assessments have been made, it becomes straight-forward to model numerous organizational and talent strategic scenarios to identify probabilities of success and levels of risk from a talent perspective*



# SONARIO®: IDENTIFYING IMMEDIATE ISSUES

- SONARIO® is invaluable in its ability to easily model alternative future organizational and talent scenarios and then perform a “gap analysis” with current state.
- In this way, SONARIO® can predict *immediate*
  - *Potential cost savings (removing excess levels and redundant functions) or increases (filling gaps in levels and adding roles of functions)*
  - *Potential improvements in productivity, quality, delivery performance (enabled by better functional alignment, more capable processes, clearer process accountabilities, and improved employee effectiveness)*

