

To gain clarity of the organisation

We need to find the drivers

Jim Ritchie Dunham

One of the keys to being effective in your role, whatever it may be, is to understand the complexity of your organization, what it seeks to achieve, and how you can contribute to that objective”

Jim Ritchie Dunham

“Your understanding of what you and others want to accomplish and how the organization actually works greatly influences your day-to-day efficacy and effectiveness.”

What values drive the system's
behaviour?


How the parts of the system function?

How the values and parts relate?



GRASP (Goals, Resources, Actions, Structure and People)

Framework for understanding the purpose of different areas and the whole organisation



The Ability to
understand
your part of
the
organisation

- To ask questions
- And listen with empathy

Understanding the values who are the drivers

- Overall system
- Each function area
- Each key stakeholders

Grasp element “Values”

- Understand the reason for existence
 - Goals the organization and the stakeholders want to achieve.
 - Why the system exist?
 - People, what they want to achieve.
 - What is most important in their work?

How the parts of the system function

“You want to understand how “experts” from each part of the system see the functioning of their area. Including the resources, they use to create value for the organization, and for the different stakeholders they influence, and the actions they take based on those resources”

Grasp elements: Resources

- Which actions?
- What resources they use to achieve the goal?

Go to people

- How they develop strategic human, equipment, and infrastructure resources to deliver on its promise.
- How the resources influence the quality.

Understand how the values and parts of the system link together

- Structure, how the resources and actions relate to each other and to the overall and local goals?
- How people think their actions influence and are influenced by other areas?
- With deeper understanding of these relationships, you will gain insight into how the values and functional parts of the system relate to each other?
- Can use tools diagrams or conversations.

Conclusion

“With this integrated understanding of the reality of what the different organizational areas want to achieve, how they function, how they interrelate, and how they are doing, you will be much clearer in how your day-to-day actions will help you achieve the desired results for your area and for the organization. This understanding will give you clarity about what resources you need to do your work and how you can help others to do theirs more efficiently”