



# Systematic Approach to Management

**Systematic Approach To Management** - NWI can provide your organization a logical management model that results in clear expectations and workforce motivation. This process focuses on clear employee and supervisor expectations with effective role & responsibility implementation metrics. This management model results in increased accountability without typical negative effects. Also, company supervisor and management training programs can simply be supplemented using this management model. NWI can support multiple implementation strategies that fit your company needs. These can vary from a training sessions on how the management model works and how to implement the model, to conducting the training and assisting in model implementation. Let NWI provide the support and Human Resources Departmental interface to establish employee performance reviews and goals, expectations, roles and responsibilities development, creating metrics, and process structuring coaching and feedback.

**Systematic Approach To Self-Sustaining Productive Change** - Most organizations have a goal to build a self sustaining program that continues to facilitate desired change even after implementers are no longer providing assistance. NWI's systematic approach to change is based on onsite oversight for some specialized areas to aid in management team alignment and allow more effective team communication. Performance management is introduced in a formal strategic process that has been proven effective in all levels of an organization (including bargaining unit representation). The final assistance comes with providing a development system of consistent feedback program (e.g., recognition, rewards, and accountability processes) supporting succession planning and career development.

**Systematic Approach To Hiring** - All organizations want to select the single best person for a critical job position. NWI has a process using fit factors based on preferences, needs, and motivations resulting in behavioral based decisions that match your desired organizational culture. The 4 step process contains the following;

- Conducting a **structured baselining** process based upon behavioral factors of any supervisor/managerial position via formal behavior analysis screening. The results identify individual preferences, needs, and motivations. This group of individuals are debriefed on the results allowing identification of team strengths, weaknesses, and potential blind spots.
- Providing a positional peers and managers **screening test** that is used to compile responses 31 attributes.
- Conducting candidate **interviewing and analyzing the results** through behavioral screening to determine the percentage of preferences, needs, and motivations the candidate possesses that are in alignment with the identified positional requirements. The higher the percentage the more in alignment the individual is with what the positional requirements.
- Comparing current incumbents results to desired behavioral positional preferences, needs, and motivations in an easy to understand, unbiased and measurable format that is presented to the team to **identify fit challenges** with recommended adjustments.

NWI professionals have over 600 years of management experience interfacing directly with the NRC, DOE and INPO on sensitive and challenging issues. . Call us today to arrange time to discuss your organizational needs