

Organizational Optimization

Optimize Your People Systems

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Performance is Synonymous with Optimization

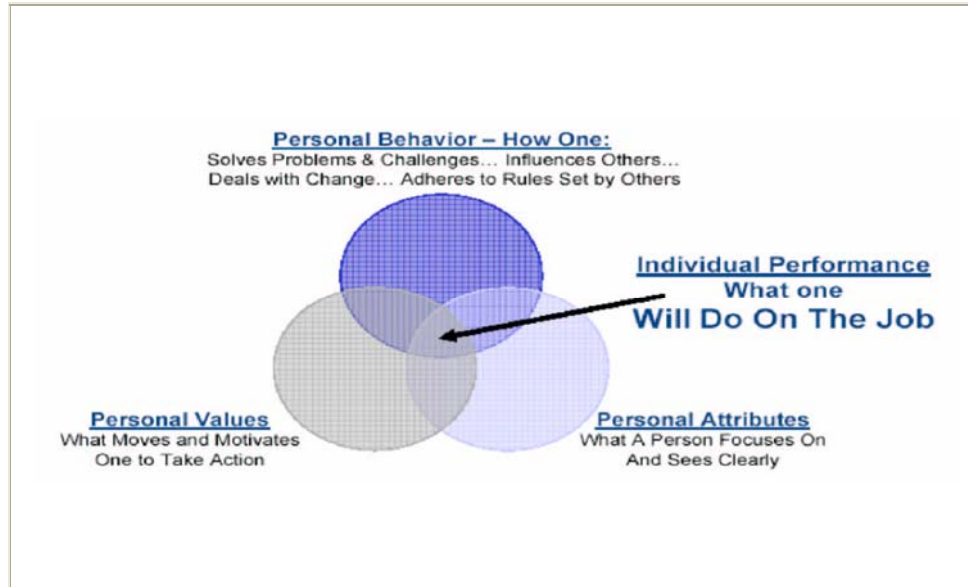
In today's fact paced world, organizations spend a great deal of effort "optimizing" their physical and financial assets. Using sophisticated mathematical models and systems, analysts' toil endlessly to get the right mix of resources to match supply with demand. Their goal - to develop something so unique that it generated a ton of benefits to the firm.

When asked, "What are your most valuable assets?" most executives reply, "Our People." It makes perfect sense because the people in an organization make up a "system". From the top to the bottom, everyone is integral to the next person. All are there to add their distinctive value so that the organization can succeed. Therefore, optimizing people is no less important than optimizing any other physical or financial asset.

People Optimization

Performance appraisals, ranking & rating systems and career development sessions are some of the people optimization models used by organizations today. But all of these are used after the fact. Nonetheless, all are aimed at helping to (1) Do more with less and (2) Do it more quickly and effectively.

Now a set of tools, under the banner of Trimetrix, has recently surfaced to help optimize "people systems" before the fact. This combines the work of notable behavioral scientists such as Carl Jung, William Moulton Marston, Eduard Spranger and Robert Hartman. The key to success now lies in a Combined Understanding of a Person's Behaviors, Values and Personal Attributes and applying them directly to a person's work... Today, Trimetrix measures all three components and compares them to What's Needed in the Job.



There is no one right combination of characteristics for everyone. In fact, organizations need the proper blend of characteristics to address their specific issues and initiatives in the most "optimal" way."

People "system optimization" occurs by matching the strengths of the individuals with specific job requirements in a structured and analytical way. This is accomplished through our Job Profiling System as we use the Trimetrix tools to match the "right talent to the right job".

Your Business

Are you truly optimizing your people resources to the best of "their" ability? Is doing more with less, doing it more quickly, improving performance and raising morale in the process important to you? If so, it's time to consider the use of Trimetrix to supplement your other people optimization methods.

From an operational point of view, benefits of employing Trimetrix include - reduced turnover, more effective candidate selection, enhanced succession planning and targeted training for personal development.

Definition – "System Optimization"

"System" – An organized integrated whole made up of diverse but interrelated and interdependent parts – like an organization.

"Optimize" – The degree to which something is most favorable to some end... The greatest degree attainable under certain conditions.

Begin to optimize the people across your system today. Prove to yourself and others that people, all people, are your most valuable resource.