

Effective Program Integration

As a Senior Manager, Human Resources professional, L&D or Organisation Development professional, we are often left pondering how we can optimise our current organisation development and improvement programs into new programs offered by other providers.

Have you ever contemplated questions like?

- *“How will our 6 Sigma and Lean programs connect to the leadership effectiveness program we are seeking to introduce?”*
- *“How will the new performance management program fit into our new approach to talent management?”*
- *“We already have a leadership program, how will this mesh seamlessly with the employee engagement program we are going to introduce next year?”*
- *“How can we be sure that the messages we want to deliver in the new employee communication process are consistent with our strategic human resources imperatives?”*

Often when organisations attempt to overlay the old with the new they create a suite of programs that look and feel disconnected. The messaging is unclear and unaligned.

Because of this, we apply a mindset of integration in our approach to program development and delivery with our clients. We look at program integration holistically through four related lenses using the **Integral Framework**.

What do we mean by the **Integral Framework**?

Like the contour map showing us how to navigate our physical location, The **Integral Framework** explains the four perspectives that are ***always present*** in any sphere of organisation activity and are the key to unlocking the door of effective program integration.

These are:

- The perspective of individuals connected to the organisation. (Personal Mastery)
- The perspectives of groups connected to the organisation. (Cultural Mastery)
- The capability of people within the organisation. (Capability Mastery)
- The tangible systems, structures and strategies of the organisation and the environment it operates within. (Systems Mastery)

Each of these perspectives affects or is informed by the other perspectives and when we examine the question of program integration, we look at it from all of these perspectives to ensure we don't miss the opportunity to authentically integrate your program offerings.

Importantly, the **Integral Framework** posits the philosophy of “*Transcend and Include*.” This philosophy adopts the proposition that most existing programs are valuable and serve a purpose but are generally only partially successful. The **Integral Framework** enables our consultants to holistically link all of these programs so that the new and the old coalesce effectively.

The philosophy of “Transcend and Include” also allows our consultants to describe how all of your programs can be aligned with the strategic imperatives of your organisation, recommending changes only when necessary.

Contact Us:

So If you are asking yourself, “How do we ensure new programs are integrated effectively with our existing programs?”, feel free to call us, this is our passion and we are ready to enable you to deliver real results.