

# ORGANIZATIONAL DEVELOPMENT



**ButlerBusiness Accelerator**

# ORGANIZATIONAL DEVELOPMENT

A company's organization can be a strong competitive advantage.

The organizational development team at the Butler Business Accelerator can help mid-market Central Indiana businesses maximize their human capital and turn it into a strategic distinction. We look at a client's strategy, assess current organizational strengths and opportunities, then develop a customized, optimal organizational structure to help achieve strategic goals. The organization is then developed with close attention to those processes that foster success, growth and sustainability. We ask pertinent questions, such as:

- Who is driving growth?
- Does a true executive "team" exist?
- Are roles and responsibilities clear or blurred?
- Is the current structure efficient?

Armed with insight, information, and expertise, we then help each client realize their structural potential.

## Our team

Our organizational development team is led by experienced business leaders who have been involved in creating functional, fluid corporate structures, and includes key faculty members from the Butler College of Business Administration, in addition to MBA and undergraduate students.

## How we work

We have a broad-reaching, holistic approach to organizational development that addresses a wide range of issues and areas including:

- Coaching leadership
- Developing a Performance Management Process (PMP)
- Linking incentives and rewards to goals and objectives
- Actively managing the organization's culture
- Aligning human resources functions



## Our results

The Accelerator's teams have helped our clients achieve numerous successes and organizational improvements. Here are just a few of the results clients have experienced from working with our organizational development team:

- Higher performance employees.
- Reduced turnover.
- Reduced people cost with the same or increased output.
- Better alignment to the desired culture of the organization.
- Alignment of culture to the strategy of the firm.
- Incentive plans that create wealth for owners and stakeholders, employees, etc.
- Organizational role clarity that provides efficiency, better sense of fulfillment at the employee level, and roles that align to your company's goals and objectives.

# HOW TO BECOME A CLIENT

## BUTLER BUSINESS ACCELERATOR

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We work with privately owned Central Indiana companies that have been in business for at least five years, have \$5 million to \$50 million in annual sales, and are profitable and poised for growth.

Does your company fit that description? Are you committed to growing your business? Are you willing to share financial information? Are you prepared to implement change? Do you like the concept of a long-term consulting partnership? If so, then you may be an ideal candidate for the Butler Business Accelerator.



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