

Jump Start Today's Achievements...

By Clearing the Path for Endless Potential

Executive Summary

Successful organizational leaders work extremely hard to establish, grow, and lead their organizations to serve customers and create products while developing a culture for hardworking talented employees to assist them. Many times, they are required do this with minimal resources and budget restrictions. Organizational leaders want to see ongoing needed improvements and performance changes happen fast. While various organizational management and performance management resources are available, 3C's innovative revolutionary methodology provides a **laser focus** on crucial issues facing organizations. Using the experience of building, implementing, improving, and working with senior leadership in multiple organizations, 3C's can obtain results and raise the organization to **superior performance**. The 3C's: Changes, Challenges, and Choices approach uses business strategy and data-driven decision making to accomplish the results an organization seeks for excellent competitive performance in a fast and affordable way.

“It provides operational alignment, it guides leaders when and how to use it, and when and where to make the adjustments.”

Introduction

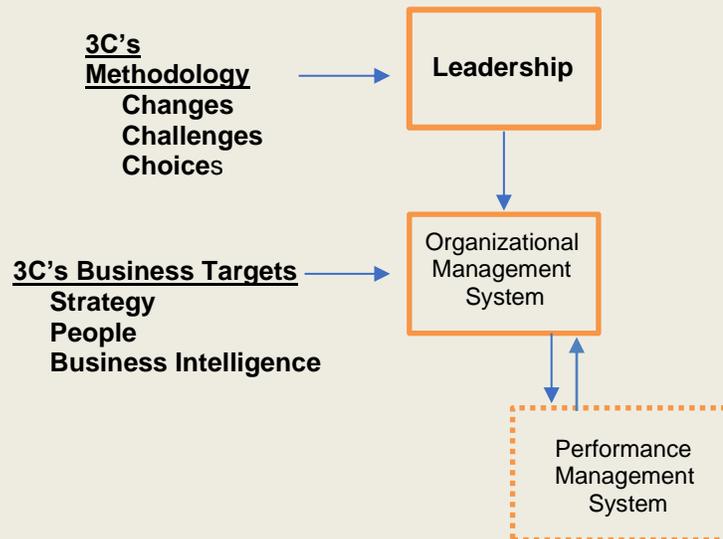
The 3C's methodology assists organizational leaders in becoming an expert in the use of organizational management, the process of structuring, planning, and directing resources. In addition, it strengthens leaders' use of the next level of organizational management - performance management - the process that takes organizational management strategies to the people within the organization. The understanding of these two systems provides leaders with the **crystal-clear** communications for daily use minimizing organizational confusion and frustration. The 3C's leads the way with a **simplistic, fast paced, results - oriented** approach to organizational management and performance management systems. Successful, competitive organizations run both systems with passionate commitment. Most people want fast, sustainable results that provide powerful value. Both organizational management and performance management require leadership commitment for implementation, and 3C's can assist leaders in their daily application. **Using the 3C's will provide:**

- Vision
- Alignment
- Action
- Improvement
- Development
- Decisions
- Results
- Command of organizational management and performance management systems

The 3C's focus on strategies, people, and business intelligence, provides more **timely** answers and results, and strengthens core business systems such as budgeting, marketing, customer service, hiring, and more.

3C's Methodology Flow

Figure 1



Problem Definition

With so much to do and little time and resources to do it, leaders know they need to do more for the success of their organization beyond daily tasks. Without a strong organizational management and performance management systems, even otherwise strong organizations are likely suffering from poor satisfaction numbers, lack of revenue, unhappy employees, and dissatisfied customers. **Delayed responses** to business changes, challenges and choices lead to inefficiencies, poor performance and failures. History tells us that if we do not keep-up, we will be left behind.

High-Level Solutions

With Covid-19, and other challenges, the **need** for strong organizational management and performance management systems is even greater to help organizations successfully move forward. The 3C's takes on the changes, challenges, and choices directly and points them to the organizational management system and strategy, people, and business intelligence. This includes external customers making it a **comprehensive** methodology assisting leaders in achieving stronger lasting results with customer alignment. Every organization has some form of organizational management and performance management system, whether it is formal or informal, and the 3C's methodology makes them operational and easy to use.

Organizations are made up of a group of people with a purpose and leaders of the organization are at the top of its structure guiding and directing its movement. The **solution** is to learn, as leaders, how to advance an organization to higher performance in today's environment.

The 3C's takes leaders through the process of using the organizational management system with focus ensuring the current organizational management system is strong and supportive and connecting to the performance management system. ***It provides operational alignment, it guides leaders when and how to use it, and when and where to make the adjustments.*** It develops leaders to be the best at managing organizational performance, helping workers achieve success, providing customer delight, all while achieving their own success.

Why use 3C's Methodology

Figure 2

Focuses on the important issues of changes, challenges, and choices facing organizations
Utilizes the current Organizational Management and Performance Management Systems and strengthens them
Dives deep into assessing strategy, people, and business intelligence in connection to the changes, challenges, and choices
Clears the way for organization results creating "High Performance" and "Delighted Customers"
Teaches and develops leaders and employees to run the 3C's methodology easily on their own making it sustainable
Provides "to do" lists that are clear and manageable
Offers speed and affordability

Solution Details

The best way to make sure an organization is performing and staying at its maximum competitive performance level is by utilizing the 3C's revolutionary methodology which focuses on **three leading indicators, Changes, Challenges and Choices**. They directly connect into the organizational management and link to the performance management system of any organization and target strategies, people, and business intelligence. By focusing and prioritizing any change, challenge, or choice identified to be important, the organization will be acting in a **proactive** manner and staying **far** ahead of the competition. The more the methodology is used, the faster and better everyone will be at using it. It is designed to be simple, yet **enormously powerful**. The 3C's methodology provides organizational leaders with control of its organizational performance and assists them with the experience of guiding and directing the strategies, people and business intelligence creating exceptional leaders.

This solution can work for any size or age of organization. If the organizational management system is weak or it is not formalized, this process will identify areas for improvement and strengthen it. The

organizational management and performance management systems becomes stronger as the critical changes, challenges and choices are addressed, providing two benefits in one. All senior leaders need to do is set aside time for assessment, provide accurate data and information, and commit to action. These things are done daily, and the 3C's assists to make sure the identified important items are addressed.

Organizational Benefits

There are multiple benefits with this supreme 3C's methodology it assists leaders to **act, move fast and get result**. Using this methodology, leaders have an opportunity to become world class and take their organization to the top of their industry.

This methodology makes it possible for every organization to identify their important changes, challenges, and choices. Performance improvement can be made daily around a business need to

“A leader is one who knows the way, goes the way, and shows the way.”

John C. Maxwell

achieve ultimate level results. Benefits come by involving people, fine tuning business strategy, and clarifying and using business intelligence for the right adjustments to be made and at the same time improving their organizational management and performance management systems.

When the appropriate business actions take place, leaders will see **thrilled customers** and **engaged and happy employees**.

Leaders will develop their organizational management skills and performance management skills to be the best they can be and clear the path to success for their entire organization.

Benefits of 3C's Methodology

Figure 3

Quick identification for important business issues regarding changes, challenges, choices
Assessment and adjustment of targeted strategies, employee utilization with data, information, and business knowledge to address changes, challenges, and choices
Clarity of the businesses organizational management and performance management systems
Focus on important changes, challenges and choices, improvement action established, business intelligence clearly defined
Engagement, Ownership and Development

Summary

Using the 3'C will launch your organization to higher performance levels providing a **competitive advantage** and superior results exceeding their goals to be achieve. It is a methodology that offers an alternative to other organizational management processes by being **simpler, faster, powerfully effective, and affordable**.

Taking on a change, challenge, or choice is about organizations achieving:

- **Maximum levels of performance**
- **Engaging**
- **Working together**
- **Leaders having sharpened strategies with a plan to make them happen**
- **It is all about being the best you can be and making your organization as successful as it can be**

We live in incredibly challenging times and need to adjust how we stay in front of the competition by **responding quickly and with precision**. Using the 3C's will provide vision, alignment, action, improvement, development, decisions, results, and the overall feeling of command of organizational management and performance management. By using 3C's methodology and targeting strategies, people and business intelligence leaders get more timely answers and results, while strengthening your other key business systems for example your budget, hiring, and development processes and more. It is an innovative revolutionary approach to higher performance.

***“Please help others rise.
Greatness comes not from
position, but from helping
build the future. We have an
obligation to pull others up.”***

Indra Nooyi

About the Author: Jo Rohr

She is Executive Director, Creator of 3C's Methodology - Changes, Challenges, Choices. She served in senior leadership positions with responsibilities for organizational management and performance management for over 25 years in manufacturing, government, non-profit, and service sectors. She chaired the Virginia US Senate Productivity (2002-2013) and became a trained Baldrige examiner. While with Virginia US Senate Productivity she led the development of the “12 To Watch” program for small businesses. She is an Entrepreneur and someone who understands start-ups and changes. Her contributions have been in leadership, strategic planning with performance measures. She has served people by working closely with them in training and development, employee engagement, customer focus, stewardship, and supporting a great number of performance success stories carried out by a multitude of good hard-working people. She is a graduate of Ohio Northern University with a bachelor's degree in Sociology.