



Most organizations struggle to replicate successful practices on their own

Companies with multiple locations are often plagued with inconsistencies that limit production and produce erratic results. In an attempt to mitigate this type of risk, some CEOs believe the best plan of attack is to develop a blueprint of best practices and replicate it across their entire network. Based on observations from past engagements, it is evident that most executives have trouble executing a plan of this magnitude on their own.

Developing a framework of operations that can be replicated in other locations is no small feat. Three key elements must be considered for this to be a viable option: consistency, controls/resources and behaviors.

Consistency

Among the many challenges facing businesses these days, one of the most pervasive – and most costly – is the inability to perform consistently and successfully. In response to this challenge, the modern practice of project management has evolved rapidly. Today, successful project management is a priority in organizations of all types and sizes – from capital construction to information technology, from new product development to regulatory compliance, and virtually everything in between. In both the private and public sectors, management teams and professional project management organizations are working to develop more effective tools and techniques that can be applied to all types of projects. Their common goal: apply uniform project management practices to achieve consistent results.

Controls/Resources

A flexible and sustainable system of strategic resources, one that is focused on performance and continuous improvement, is an essential part of any successful operating environment. It should include a set of standardized tools to be leveraged across all locations. For example, a matrix that stresses manager and supervisor engagement is a great way to drive accountability and improve morale. Weekly schedule reviews aimed at eliminating roadblocks and holding weekly team meetings help align efforts with behaviors.

Behaviors

Winning over the hearts and minds of people is often cited among senior executives as the most formidable barrier to success. Effective training programs and one-on-one coaching can instill the right mindset at the point of execution. The result is consistent work practices that generate predictable results. Keeping front line employees informed, especially during the initial stages of the transition process, can set the stage for a smooth and seamless buy-in.

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