

Creating Productive and Preferred Work Environments

RESPONSIVE MANAGEMENT SYSTEMS®

GETTING FOCUSED

“Where Theory Meets the Road”



5704 N.E. 71st Street • Seattle, WA 98115 • Phone/Fax (206) 523-4603 • Richard.Baron@responsivemgt.com

Responsive Management Systems®

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Getting Focused

STEPS TO QUALITY

GETTING FOCUSED INCLUDES...

- Identifying and Celebrating Unit Progress
- Identifying and Developing Consensus on Unit Problems
- Initiating Analysis of Unit Problems
- Developing Work Plans

RESPONSIVE MANAGEMENT: GETTING FOCUSED IS EFFECTIVE FOR...

- Newly Forming Groups
- Mature Groups in Need of Refocusing
- Integration of Two or More Groups
- Pending Organizational Change
- Integration and Consensus Building for Non-Leadered Groups in Crisis

RESPONSIVE MANAGEMENT: STEPS TO QUALITY...

- In Consumer Services and Products
- In Organizational Operations
- In Employee's Work-Lives



RESPONSIVE MANAGEMENT SYSTEMS®

Getting Focused

6
hours

- **IDEAS®: Idea Development, Exchange, And Selection** - The Facilitator assists participants with a group process model of IDEA generation, consensus development, and priority setting. IDEAS® is particularly helpful for vision redefinition, goal setting, and refocusing disorganized or unsuccessful work-groups. IDEAS® is helpful to enhanced maintenance and continued improvement.

6
hours

- **Problem Analysis and Decision Making** - Participants are involved in a quality analysis methodology that will help expedite effective, short-term and strategic problem resolution within the organization.
 - **Operations Problem Definition** includes the presentation of specific organizational examples to identify discrete problems or problem themes. This is followed by assessing cause, motivation or antecedent condition.
 - **Solution Definition** includes developing broad spectrum solutions followed by cost-benefit analysis, and identifying preferred solutions.

3
hours

- **Work Plans** - Participants prepare action plans to prioritize organizational issues by establishing task lists, responsible parties, and completion time lines.

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- **S³®: Leadership Development Survey**. The survey will enhance maintenance and continued improvement of the focusing process. It is most effective if S³® is repeated every six months.



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(Customary Protocol for a Work-Group of 2-100)

2011 Cost Estimate Worksheet

Operation	Frequency/ Quantity	Hours Required	Approx. Cost
A. Introduction	1	1	\$ 275.00
B. IDEAS®	2	3	1,650.00
C. Problem Analysis and Decision Making ..	2	3	1,650.00
D. Work Plans	1	3	825.00
E. S ³ ® - Leadership Development Survey ...	1/Team	N/A	500.00
Subtotal (One Team)			\$ 4,900.00
F. Materials			
Provided by Responsive Management			
(\$30.00/copy)	_____		\$ _____
Provided by Sponsor (\$25.00/copy)	_____		\$ _____
<i>In Other Words...</i> ® Icebreaker (\$16.95) ...	_____		\$ _____
Pocket Prompts® (\$4.00)	_____		\$ _____
Catalyst®-Think Improvement® (\$49.95) ..	_____		\$ _____
SkillCheck® (\$13.00)	_____		\$ _____
Materials Subtotal			\$ _____
G. Sales Tax (Washington)	0.098	N/A	\$ _____
H. Travel			\$ _____
Travel Subtotal			\$ _____
I. Total			\$ _____

