



Managing Performance. Leading People. Getting Results.

Dynamics

THE DORSEY GROUP NEWSLETTER October 2012

Unleash Your Potential by Building a Dynamic Culture that Propels Your Business Success

SUCCESS

“Success is a science; if you have the conditions, you get the result.” – Oscar Wilde

What characterizes success? Merriam-Webster Dictionary defines success as 1) a degree or measure of succeeding and 2) a favorable or desired outcome. Every organization has its own view of success. Henry Ford alleged “Coming together is a beginning; keeping together is progress; working together is success”. Today, more than ever, organizations must develop the infrastructure that allows for success to be part of the organization’s DNA. Employees must trust management and not be afraid to speak up with new ideas and challenges to the status quo, always looking for ways to do better and accept change as important in remaining successful. Finally, successful organizations are agile, they constantly review their current position and adapt ... it’s a culture of continual improvement.

“Success depends upon previous preparation, and without such preparation there is sure to be failure.”
– Confucius

Organizations will be more dynamic, efficient, productive, profitable, and successful by educating, training, coaching, guiding, and inspiring the company’s most important asset – its people. Further, preparation for success involves not only growing people but also expectations, processes and problem solving proficiency.

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- Join The Dorsey Group at the American Manufacturing Strategies Summit 2012
- Planning for 2013? ... Our popular and highly successful workshop series is back!

Message from Tim Dorsey

This year has been an exciting one for The Dorsey Group. It started out with one of our clients, Life Technologies, recognition as an Industry Week



2011 Best Plant Award Winner and the success of our unique methodology for High Performance Work Teams. That propelled us to strengthen our focus on Operational Excellence, zeroing in on sustainability through employee engagement ... acknowledging that the best tools and processes do not deliver results without motivated, engaged people.

As we continued to implement these and other strategies within our “Managing Performance. Leading People. Getting Results.” framework, we took some time to assess our own strengths and contributions to the success of our many varied clients domestically and internationally. We looked at where “we” are and where we want to go from here. The result is our new “branding” tagline ... that reveals the boldness of our mission ... to “Unleash your potential by building a dynamic culture that propels your business success”. We strive to do that every day, by

- **optimizing performance with our proven methodologies, ensuring success;**
- **empowering your people, harnessing your greatest resource;**
- **achieving sustainable results through an engaged, dynamic business culture.**

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Success ... continued from page 1:

The Dorsey Group's four part methodology ensures "results by design, not by chance". The Dorsey Group's implementation of **Strategic Alignment ... (expectations)** define/communicate/measure what success is; **Organizational Development ... (people)** generate employee ownership and accountability for success; **Organizational Analysis ... (processes)** create the capability and capacity to achieve success; and **Implementing for Results ... (problem solving)** structure a culture that continually strives for greater success.

What is your organization's view of success? It could be innovation, competitive advantages, quality, customer satisfaction, growth and profits ... all of the above and others. Success is a journey of continuous, sustainable operational improvement ... achieving superior results that transform a company from the inside out.

"I attribute our increase in production directly to High Performance Work Teams. Without High Performance Work Teams, we would not have achieved this success."
VP Operations, Aerospace Industry

"I never would have believed the team could operate independently and achieve such a high level of quality in the process if I had not seen it firsthand."
Operations Managers, Distribution Industry

Message from Tim Dorsey ... continued from page 1:

Success is stating goals and attaining them. What is your goal? For some organizations, success is going from good to great, for others its quality and productivity improvements, or establishing multi-disciplinary teams on projects, to improve production or meet aggressive financial targets. All successful companies are looking to achieving continuous improvement with sustainable results. Without goals, you never achieve success. Our goal is to create a culture that propels remarkable success in your company. We look forward to meeting and working with you.

Planning for 2013? ... Our popular and highly successful workshop series is back!

Back by popular demand and updated with new tools, methodologies and strategies, The Dorsey Group will offer four off-site, two day training workshops in 2013. Designed for clients who want to refresh existing or train new employees or non-clients who want to gain essential knowledge without fully committing to a consulting arrangement, each workshop is an intensive study that will equip you with powerful knowledge that you can act on immediately.

Beginning in February with "Optimizing Performance, Empowering People", the workshops promise to provide explicit insights into employee engagement and the building of high performance work teams.

Additional workshops will be held in May, August and October, with updated workshop topics to be announced in our January 2013 newsletter and our website.

To request information (date, location and cost) for our February Workshop contact us at info@thedorseygroup.org or call 954-384-8774.

Join The Dorsey Group at the American Manufacturing Strategies Summit 2012 (www.manufacturing-summit.com) 3rd Annual American Manufacturing Strategies Conference McCormick Place Convention Center, Chicago ... Oct. 22-24, 2012

Tim Dorsey, Guest speaker, "Cultivating an Advanced Manufacturing-Literate Workforce" **Oct. 23: 5:15-5:50**

Tim Dorsey will be a guest speaker in the panel discussion: "Cultivating an Advanced Manufacturing-Literate Workforce, Strategies to Attract,

Develop, and Retain Skilled Workers." Discussion will include 1)Innovations in internships, apprenticeships, and collaborations with local educational institutions to deepen the pool of qualified workers especially among young people 2) Identifying the top-performers of the future and making special efforts to grow their skillsets, abilities, and responsibilities over time 3)Training the workforce you already have: Novel approaches to cross-training, mentoring, coaching, and career management to keep your staff satisfied and productive and 4)Creating a self-sustaining and self-perpetuating culture of shared competencies.



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