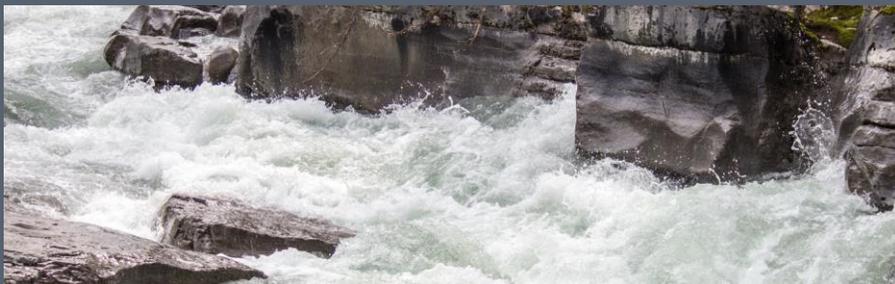


Organizational Relevance™

“Provides a concise and holistic approach to break the bonds of corporate role categorization and expand one’s relevance and impact to every part of your company.”





Organizational RelevanceTM

The Key to Being Heard

SYMPTOMS OF IRRELEVANCE

No Seat at the Table

Strategic Misalignment

Reactive v Proactive

Unfocused Leadership

Project Failures

Lack of Plan

Dysfunctional Communication

Driven by the wrong motivators



Relevance in
the Rapids!

Supporting the Core: Aligning the L&D Function with the Business

February 12, 2019 • Pat Bodin • 5 min read



<https://trainingindustry.com/articles/strategy-alignment-and-planning/supporting-the-core-aligning-the-l-d-function-with-the-business>

8 PRINCIPLES OF RELEVANCE

Value Chain: Connect your value to your organization's purpose.

The Dichotomy: Invest your time in areas that maximize relevance.

Perception & Introspection: Identifying your position dictates your action.

Architecture: Applying your organization structure to context.

Modeling: Dissecting the business model to direct your vision.

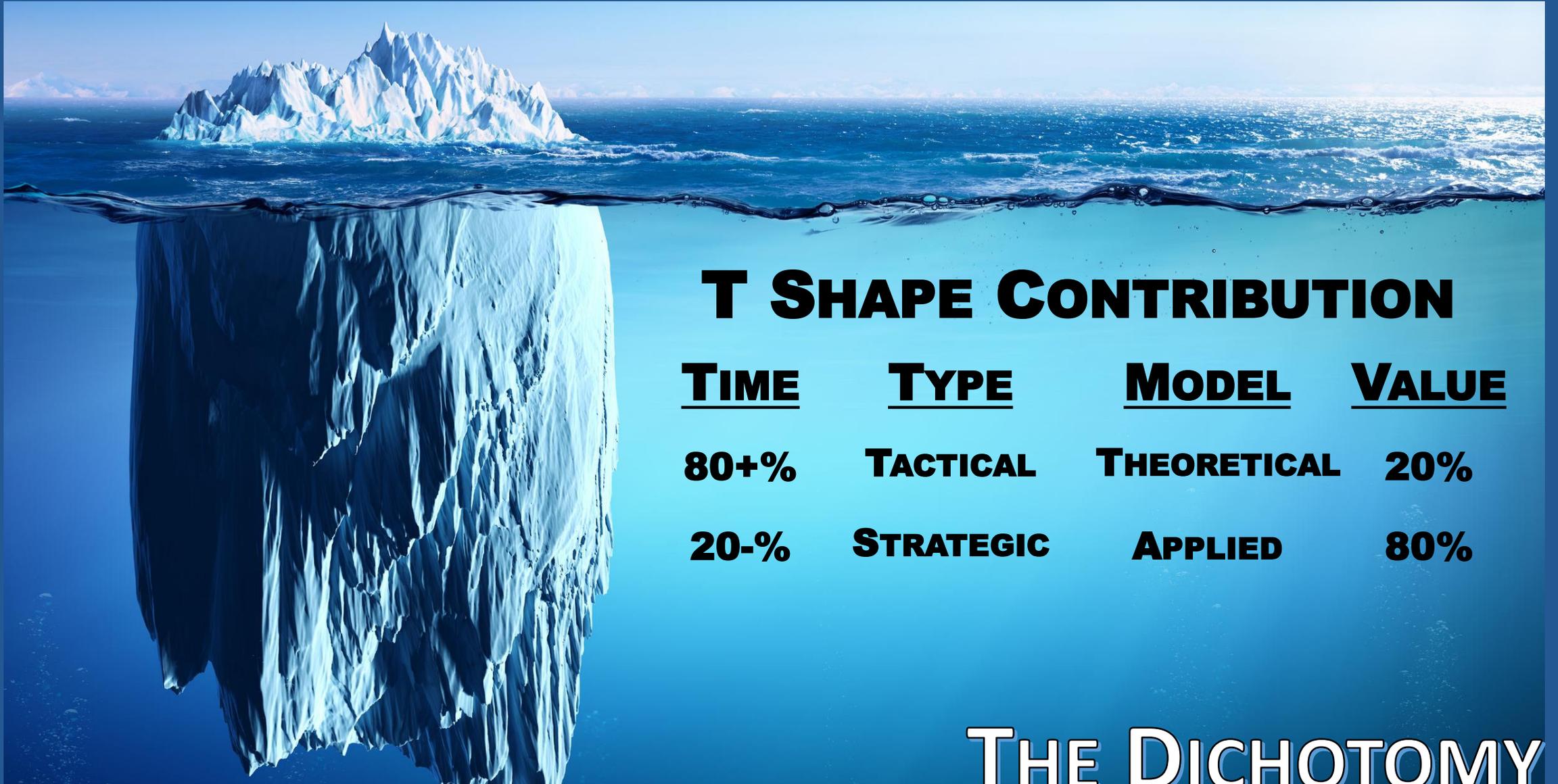
Objectives: Master organization risks, goals and initiatives to drive your focus.

Solution Design: Apply your value to transform the organization.

Elevate Communication: Using your words to create and sustain relevance



VALUE CHAIN



T SHAPE CONTRIBUTION

<u>TIME</u>	<u>TYPE</u>	<u>MODEL</u>	<u>VALUE</u>
80+%	TACTICAL	THEORETICAL	20%
20-%	STRATEGIC	APPLIED	80%

THE DICHOTOMY

T-Shaped Contribution

Get the Most Out of Your Hires

Make sure your talent aligns to your business growth potential.

BY PAT BODIN

In today's business, we often run into the challenge of meeting client demands while staying within our allotted budget. Modern corporate culture pushes for bigger, better, and faster—and this can be a figurative wall to progress in balancing resources with our desired outcome. With a limited budget for developing talent, it's exponentially more important to be sure your hires have the capacity to relate their skills to your company's mission.

An individual employee can have a depth of knowledge in a particular field while being unable to translate those skills in a way that would benefit the health of the company as a whole. This is referred to as having an I-shaped skill set. Like the shape of the letter *I*, the vertical line indicates adequate to extensive knowledge in a field without the ability to apply those skills in a collaborative way across multiple disciplines to enable the business to function at peak performance.

Rather than seeking employees who have only an impressive depth of knowledge in their area, we need to seek individuals who are more adaptive, able to learn during the process, and have a broad sense of other related disciplines. We waste resources hiring single-function employees when we could be hiring a candidate with only an acceptable depth of knowledge but who also has more mental flexibility and is able to relate her expertise in a variety of situations, adapting to the needs at hand. This, as popularized by IDEO CEO Tim Brown, is known as having a T-shaped skill set.

Cost Savings

Individuals with the ability to apply knowledge cross-functionally will reduce costs through decreased turnover and the ability to use internal mentoring from different organizational functions.

Resources Used

Using matrices that map the specific skills to the T-shaped skill set will align the hiring and development process to the value proposition of your company.

Organizational Win

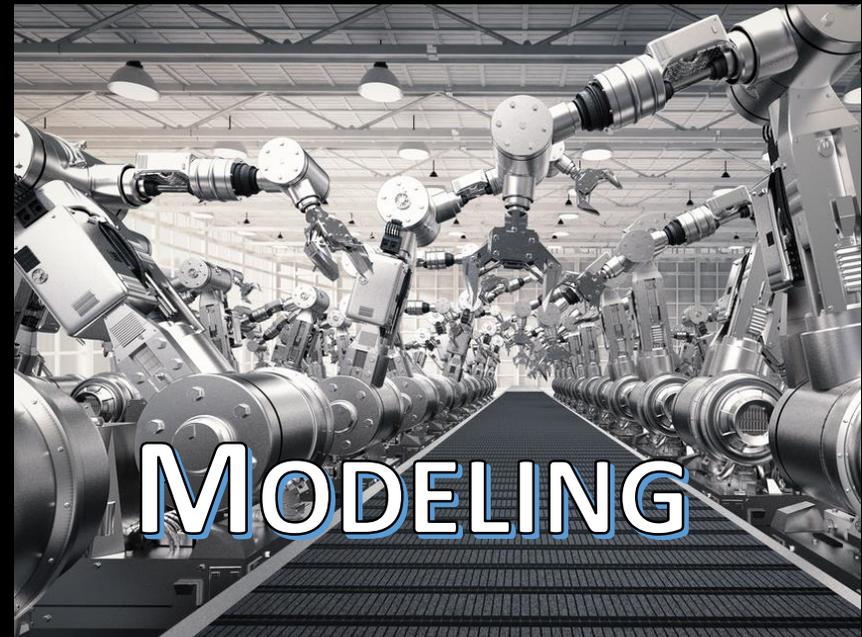
<https://www.td.org/magazines/td-magazine/get-the-most-out-of-your-hires>



**PERCEPTION &
INTROSPECTION**



ARCHITECTURE





OBJECTIVES



SOLUTION DESIGN



ELEVATE COMMUNICATION

A rectangular chalkboard with a dark surface and a light-colored wooden frame is mounted on a wall of vertical wooden planks. The word "Questions?" is written in the center of the board in a white, casual, handwritten-style font. A thin white string is attached to the top edge of the board, suggesting it hangs from above.

Questions?



@PatBodin



@PatBodin



@PatrickBodinOfficial

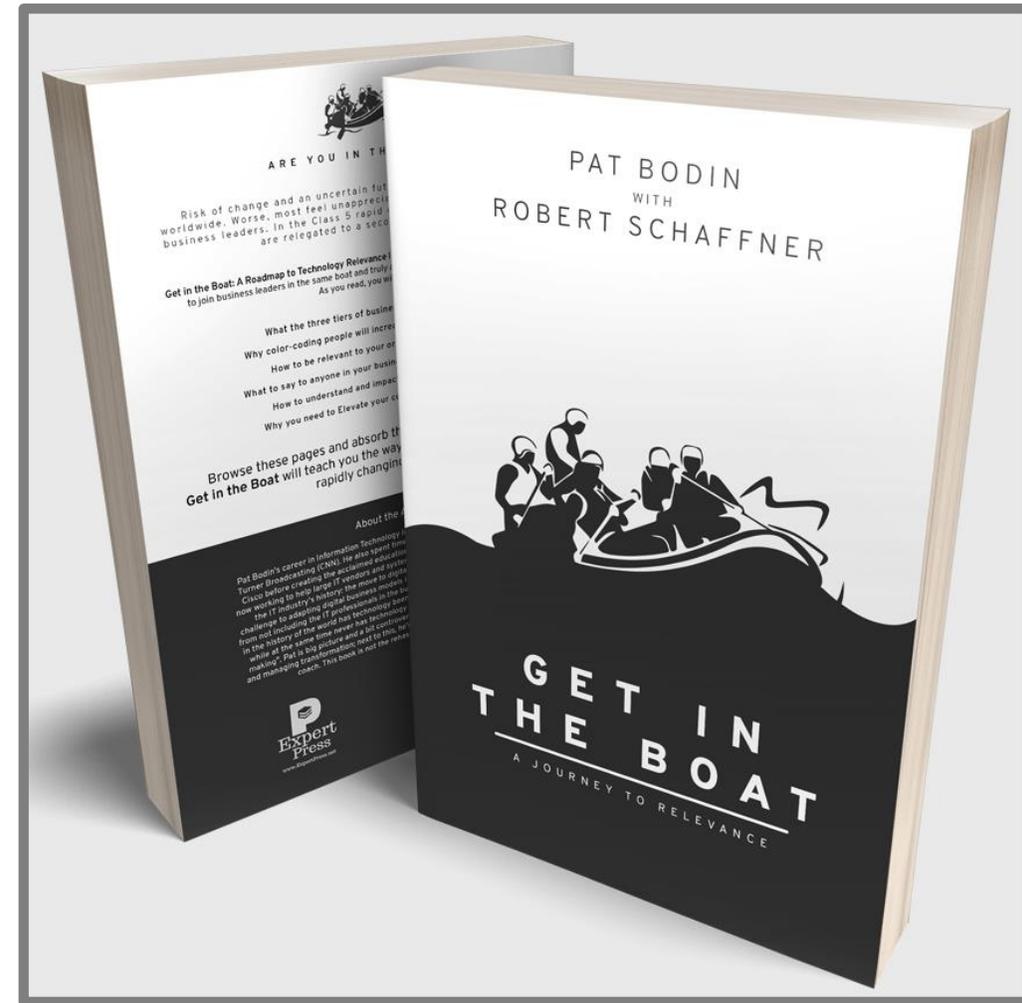


@Patrick.Bodin.Official

Connect with Pat



intheboat.com



For more information
on keynotes and workshops:
Bookings@intheboat.com

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