Contributor Article: If You Can’t Buy Capacity You Have to Make It

CEO’s that identify, recognize, and attack the business constraint win – but they can’t do it themselves.

In a survey of 1,000 qualified, intelligent and hard-working managers, only 10% could accurately identify and describe the constraints in their business. This lack of clarity by an overwhelming majority of managers fragments the direction of an organization and relegates improvements to localized successes. These localized “improvements” are unlikely to impact the financial performance of the business – **If the improvements haven’t attacked the constraint why would a business expect financial return?**

Of the 100 managers who could identify the constraints in their business, only 10 reported sustained profit improvement from their continuous improvement efforts. The most common reasons for lack of results were “Poor buy-in” from the management team, and a poor reconciliation of the results.

“Poor buy-in” is an awful term invented by consultants and managers who need to rationalize a lack of results. Good management behavior is the result of clearly identified, planned and scheduled constraints and the necessary tools with which to manage.

“Poor reconciliation” is a leading indicator of poor “buy-in” (behavior) – if you can’t measure the constraint, you can’t manage it and you certainly can’t improve it.

To make capacity, a CEO must triangulate the process (constraint identification), the management tools (results reconciliation) and behaviors (“buy-in”) to see tangible financial impacts at the point of execution.

Who is Carpedia?

We are a tactical resource used by high performance organizations interested in step change performance improvement. With no capital investment required and using only the assets already deployed, our teams are imbedded within an organization fulltime to get the job done on predetermined timelines and cost. Our clients see the Business Case before they engage us. Engagements are selffunding in the first year, typically with multiples.

We do not write reports, we get results. We work in multiple industries with world-class organizations such as Alcatel, NAPA Rayloc, Ritz Carlton, H.J Heinz, Manulife, and The NY-Presbyterian Hospital.

Results

“In the past, supervisors spent most of their day fire fighting and working on reports and e-mails, while placing little focus on closely managing their direct reports. Today, these supervisors lead their teams to reaching aggressive [expectations] and they understand how to remove obstacles to enhance the performance of their team.” President Client Company

Learn More

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