

Systemic Audit

A systemic audit is essential for any sustainable change in business.

It is an integral part of our consultancy and unique to Lambent do Brasil.

A systemic audit is a comprehensive and detailed procedure for evaluating and clarifying how business systems are working. A systemic audit is a photograph of a business.

The audit has three parts:

- Interviews with key personal.
- A comprehensive written report, complete with recommendations for further action.
- A meeting to discuss the next steps.

Objectives

To define and assess the present position by:

Identifying present strengths and weaknesses in the company.

Providing an overview of the current structure.

Pointing to areas of high performance.

Identifying present constraints on best performance and how they may be addressed.

Clarifying leadership and management issues.

To recommend future actions to improve results and overcome present limitations by:

Distinguishing key leverage points for change.

Recognizing areas where skills are needed and recommending specific training and / or coaching.

Clarifying the vision and direction in the future to achieve sustainable growth.

Methodology

Part one – interviews

Interviews with key personnel to see the business from different viewpoints.

Part two - Report

A written report normally between twenty and forty pages, depending on the scope of the audit.

The report normally has the following sections:

Scope and objectives

Methodology

Present strengths of the company

Company Structure

Communications

Leadership

Company Culture

Training and development issues

Human Resources

Future direction and vision
Recommendations and conclusions
Executive Summary

The report clarifies the way the business is operating and how the systems are functioning.

These systems fall into four main areas:

a) Systems of process. These deal with the efficiency and reliability of the management process and their cost in time and resources. Systems of process need to be dependable and accurate.

b) Systems of structure. These systems determine the effectiveness of co-ordination, communication and control.

c) Systems of meaning. The people in a company have their own views on what happens. Their perceptions of the company will vary greatly.

This can lead to misunderstanding and miscommunication unless they are clarified.

d) Systems of power. These systems define who has influence in the organization, both to get things done and also to stop things being done.

All these systems mesh and influence each other. Company culture is the emergent property from this interrelationship. A systemic audit will also give valuable insight into company culture.

Part three - Discussions and recommendations

After the report is delivered, there is be a meeting to discuss the next steps and the recommendations for further action.

Sustainable Change in Business

Systemic Audit



Intervention

For example, restructuring, training, coaching



Sustaining the change
For example, coaching of key teams and individuals

Call or E mail lambent do Brasil for further details:



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