Boosting Organizational Maturity Using BecomeMore's Level-Up Framework™

The Challenge

Facing declining cash reserves, performance stagnating, strategy executiong at <50%, and new regulatory requirements that were up-ending their industry. The organization seemed stuck in the status quo.

The Solution

BecomeMore partnered with the organization to shatter the status quo. Through discovery BecomeMore identified the challenges and current state of the organization. Understanding that the organization provides a service that customers and stakeholders want. The regulatory changes needed to be embraced for the organization to not only survive but to thrive in the future.

Level-Up Framework™ Actions

The organization implemented the element of Level-Up Framework™ including the following:

- Redefining the mission, vision and values
- Overhauling the strategy process
- Holding monthly leadership development sessions
- Building a leadership playbook
- Leadership coaching
- Cross functional problem solving & continuous improvement
- Organizational redesign
- Identifying metrics that matter
- Clearly defining the values (including behaviors and anti-behaviors)
- Implementing Predictive Index for hiring and people development
- Purposeful succession planning

The Impact

Four years later the organization performs at the top tier in their industry and continue to level-up each year. Key impact metric results:

- 25% higher revenue
- 20% more staff
- 40% reduction in turnover
- 75% reduction in 1 year turnover
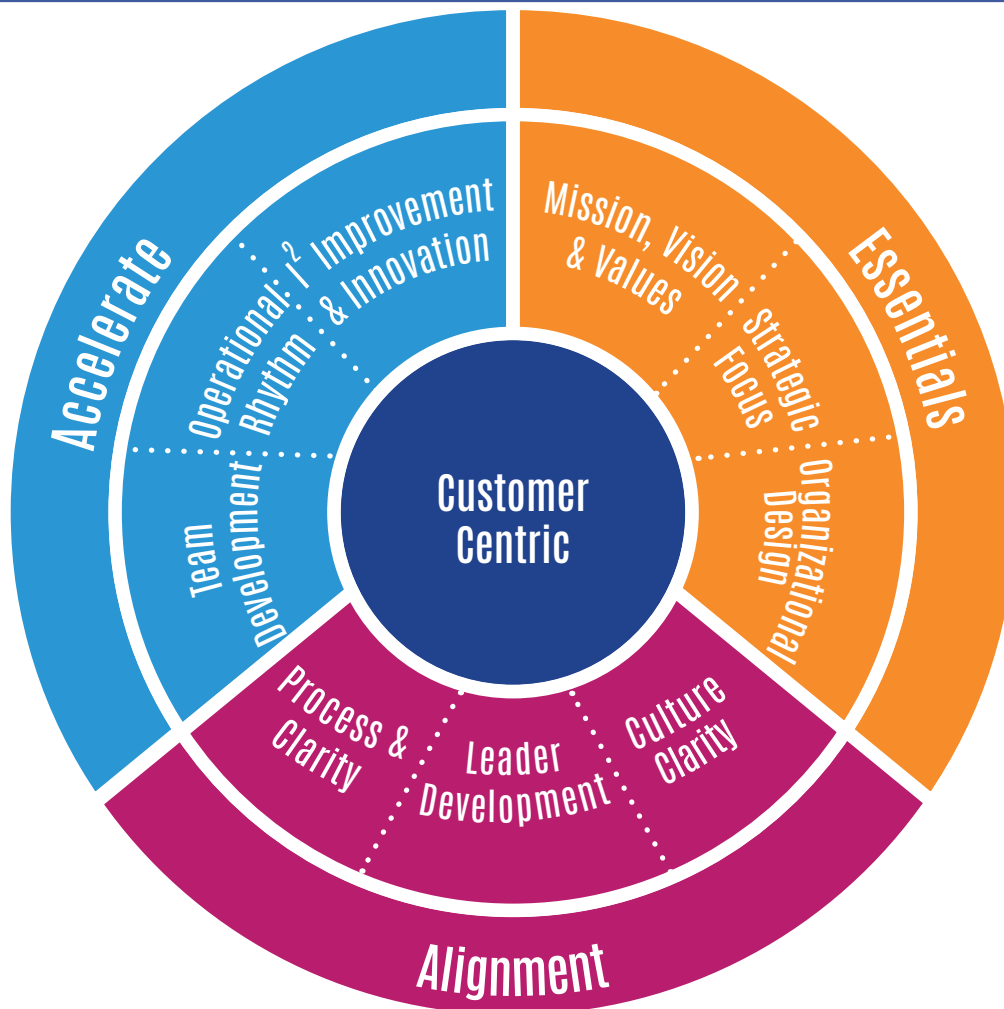- 95% execution of strategy

Connect With Us

Discover how BecmoreMore Group can partner with you to level-up your organization.

Learn more about BecomeMore and our services by scanning the QR code.

515.220.1313   BecomeMore   becomemoregp.com
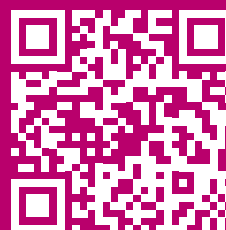
BECOMEMORE

The BecomeMore Level-Up Framework™

The Level-Up Framework™ provides a guide for organizations to achieve bigger and better things.

Essentials

Mission, Vision, Values: Organization purpose, measures of success

Strategic Focus: Dreaming big, Areas of focus, Strategic priorities, tactics and execution

Organization Design: aligning talent to strategy, change management, value chain, hiring top talent

Alignment

Culture Clarity: communication norms, recognition, values in action, leading with purpose

Leader Development: Leadership Ladder™, coaching, effective 1:1s, growing talent, giving feedback, leadership playbook

Process & Metrics: key and enabling processes, process design, lead & lag measures

Accelerate

Staff Development: receiving feedback, self-awareness, building resilience, process mindset

Operational Rhythm: organizational calendar, effective meetings, execution mindset, building effective teams

I^2: Improvement & Innovation: improvement mindset, standardization, Sparkshops™, Microbursts™ cross functional problem solving, The DMAIC Way™