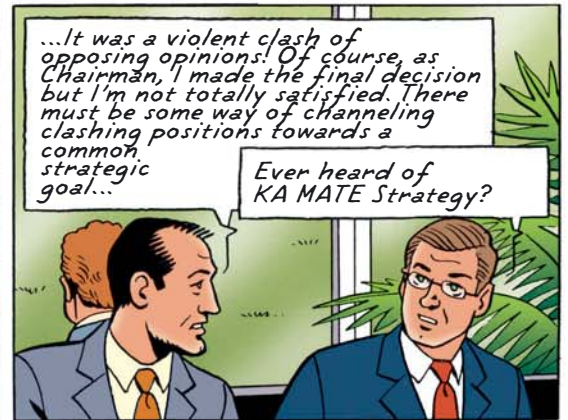




Everyone at the Steering Committee meeting bitterly defended the position of their particular field of responsibility. Not one of them was capable of stepping outside of their own culture or way of thinking...



...It was a violent clash of opposing opinions! Of course, as Chairman, I made the final decision but I'm not totally satisfied. There must be some way of channeling clashing positions towards a common strategic goal...

Ever heard of KA MATE Strategy?



Another one of those consultants?

No! These are genuine facilitators. They won me over right away with their contractual result commitment...



...I decided to give their method a try in my company. First they formalized a strategy map with us, then they completed it by drawing up a Balanced Scorecard.

The Kaplan and Norton system...



That's right. It's a management system that allows you to translate strategy into measurable targets and take concrete, operational actions within the organization.



The Steering Committee sets performance indicators and draws up action plans. Then they go into the Control Room.

?



...This is a strategic command centre dedicated to information, thought and - most important of all - decision making...

...Everyone pools their individual skills to move toward a shared goal.



You must have run up against some strong resistance in setting up that kind of system...

That's where KA MATE Strategy's expertise comes in. Using methodologies developed at GENERAL ELECTRIC, they develop a multicultural organization that guarantees appropriation of the management system.



You did say they commit themselves to getting results?

Yes. The yardstick they use is your own satisfaction.



What exactly does KA MATE mean?



It's based on the 'All Blacks' haka, a Maori chant that expresses the team's total commitment and cohesion before each rugby match.

FINDING A BETTER WAY, EVERY DAY !