



capability paper

ENTERPRISE EFFECTIVENESS

How decisions get made are the sink-or-swim moments for every organization. Today's constraints put greater scrutiny on leaders to be able to determine and articulate their resourcing decisions. Leadership cannot make every decision, however, or the enterprise will grind to a halt. Risk-informed business rules and delegated authorities are crucial – they posture an organization to generate progress unburdened by micromanagement.

An effective enterprise has a governance framework designed to empower each echelon with the right resources and authorities to meet its functional responsibilities. Put simply, your top executives, middle managers, and front line leaders should all have ownership for results. The decision-making apparatus needs to work for them – not the other way around. Risk and resources are balanced against the overarching strategy, and always for the team's benefit.



Outpost recommends a strategy-driven resourcing model, where all time and resources are spent toward the defined strategy. There is no wrong time for an enterprise to re-examine its governance structure, decision-making, and metrics. Any leadership turnover, market shift, merger/acquisition, or unexpected decline is your chance for renewed due diligence.

CASE STUDY

Challenge: In late 2000, JP Morgan and Chase Manhattan entered a landmark banking merger. Integrating the enterprise operations was a tall hurdle – until a global recession made it taller.

Solution: JP Morgan conducted an enterprise review of HR business rules and functions at its Delaware headquarters and Chase's New York offices. An internal consulting team from both former companies examined and rebalanced HR performance metrics, business rules, risks, and decision-making authorities. Resources and responsibilities were realigned to create a new, improved, risk-informed HR support enterprise.

Result: JPMorganChase emerged with a strong, streamlined, and integrated HR business office that benefitted both the team and corporation.

Outpost has deep experience reworking the governance models with Fortune 50 companies and military units with billion-dollar budgets.

Outpost's Capabilities:

- Strategy-driven Resourcing
- Governance Framework Design
- Program Evaluation & Prioritization
- Metrics Implementation / Reporting
- Data Science & Visualization ([Download](#))
- Integrated Master Scheduling (IMS)
- Make-Buy-Rely Decision Support
- Business Rules & Thresholds

Outpost offers an array of consulting solutions, tailored to your landscape. Reach your destination → **mapped by Outpost.™**

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