> "Seeing this **big picture** allows us to be focusing on what we should be doing, and ask the questions '*is it sensible, is it aligned with strategy, does it meet the customer need*?'" Elspet Garvey, Manager Business Process Management Office, University of Auckland

Acquiring the secret of a Start-up

XSOL Visualizes your Vision

XSOL solves the riddle of why organizations are slow-moving, can't execute vision and are not much fun to work at - all in one - by giving them the energy and drive of a Start-up.

Start-ups are dynamic vibrant organizations. They are exciting places to work and they can create a lot of value in a short space of time because people are committed to their Vision.

It is this connectivity between a start-up's Vision and its people, how they are changing the world, that engages employees and sees them contribute far greater value than when they are isolated individuals in a department in a large organization.

XSOL Visualization connects staff with their company's Vision and shows them how they contribute to the value that the company creates. It takes the employee out of isolation and empowers them to contribute their energy - as they would in a start-up. To quote an XSOL customer, "*I can't believe I get paid to have this much fun*!"

Having the visibility, staff commitment, cohesiveness and agility of a start-up is worth a lot to the bottom line of any organization.

XSOL

Visualization triggers understanding

Visualization enables you to convey at a glance complex information that would otherwise take up a page of text and still may not be clearly understood. As Albert Einstein said, "*Unless I can picture it, I can't understand it*".

Spire Consulting report "*XSOL gets us to the 'aha' moment better than any other method*". Engaging people in a discussion about process can lead to blank looks as they grapple with the concept. XSOL Visualization gets them to a point of understanding quickly.

Visualization shows staff how they contribute to a process. They see what happens upstream of them and the impact downstream of their actions, so when something is not what they expect they can take informed corrective action, and make suggestions for improving the process. Customers have described this condition as the organization becoming "self aware".

The secret to start-up success

Start-ups face a string of challenges, new things to figure out. Being small, start-ups can easily share challenges and tap the intellectual horsepower of the team to address them. They share a common picture of what they are trying to achieve and understand how they each contribute to an outcome.

This is where XSOL comes to the aid of organizations that have out-grown the start-up phase.

XSOL is not just pictures. It is the visual face of a business framework and components that enable you to model your company. It uses real-life images that staff can recognize from their workplace - rather than boxes and lines used by IT specialists. XSOL is designed for use by business people.

Making change

The XSOL model eliminates one of the biggest challenges with making a change – defining the new way of doing things. Trying to coordinate changes in Word documents and flow diagrams is such a big drama that many businesses just start afresh with all the associated learning cost of reinvention.

The XSOL model coordinates changes. If you have ever used a spreadsheet instead a typed ledger to maintain a set of accounts you'll appreciate the benefits of a model – cutting out all that rework.

Getting outcomes

When you need to achieve an outcome, with XSOL you are half-way there, from training new staff to getting compliance accreditation, from introducing new systems, to merging operations. When employees are connected to the organization's Vision, process improvement is a way of life.

With XSOL Visualization you can fundamentally alter the productive capability of the workforce:
1. remove one of the root causes of staff disengagement and lack of buy-in
2. connect staff to the leadership vision and show them how to implement it,
3. disappear unproductive silos that leak profits, stifle innovation and drive people crazy
4. stop the root cause of project implementations that run off track and over budget
5. eliminate process activity that slows speed-to-market and costs the organization money
6. support a culture which is proactive and not finger-pointing
7. quickly get new people productive and useful
8. adhere to quality standards, resulting in high customer satisfaction and ease of scaling up

The bottom line

The financial impact of an aligned workforce is huge - from reduced mistakes, processing times and costs, to increases in innovation, 'right first time' results and profitability.

To see more, visit **www.xsol.com** or contact **enquiry@xsol.com**

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