

# Role Accountability Tool Set (RATS)™



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**RATS** enables a large business, or group of organisations, to understand their functionality in order to improve or change.

It models the impact that the day to day activities of individuals has on the desired Outcomes of a business, programme or project providing a practical platform of understanding for the design and management of business improvement interventions.



Get your organisation to understand itself so strategy connects with day to day reality

*- maximise employee understanding & buyin*



**RATS** is effective wherever there is a need to coordinate a large group of people in order to change their day to day behaviour so as to improve qualitative or quantitative Outcomes.



**Project Design and Change Management**

**Productivity Management**



**Functional Maturity and Business Excellence**

**Formulation & Implementation of Strategy**



## Overview

### Sustainable Solutions

Focused Business Improvement:

- Business Systems Productivity Audit
- Defining the Business Blueprint of the organisation in terms of how the daily activities of personnel impact common key outcomes.
- Designing project activities based on the changes that need to take place in terms of the Business Blueprint.
- Defining the Strategic change responsibility required of individuals.
- Formalising "Fundamental", "Sound Practice" and "Best Practice" elements of Functionality in each Key Function and the activities to put these in place.

## For more information

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**RATS** is effective wherever there is a need to coordinate behavior or change across a large group of people - the following are some examples of some areas of application:

## Productivity Management (see detailed pamphlet)

**RATS** unlocks effective and focused productivity in large organisations - productivity being defined as the extent to which all resources are focused on achieving the strategic intent of the organisation.

Our approach aligns and focuses the deployment of all effort and resources by capturing the minds and wills of everyone involved, facilitating a practical understanding of Outcome-focused purpose in everything that is done.

## Project Design and Change Management (see detailed pamphlet)

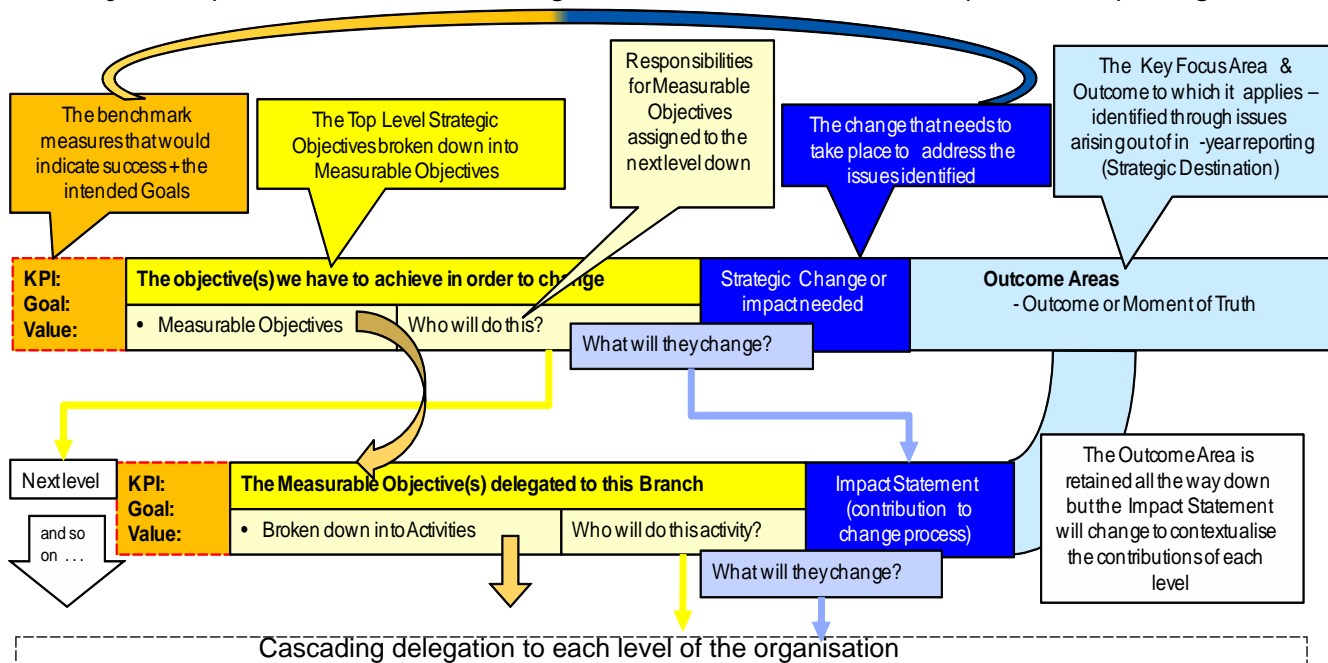
**RATS** supports Behavior Transformation in Project Management by facilitating a clear understanding in each employee's mind of the changes required in order to achieve the project's goals and objectives.

The aim of any business improvement project will be to bring about change in the way an organisation functions and, in order for the outcome to be sustainable, the changes must be made with respect to the way individual key employees carry out their day to day functions.

The RATS combination of methodology and technology produces a clear "as is to be" collaborative model that shows how the individual efforts of employees combine to achieve the desired Outcomes.

## Formulation and Implementation of Strategy (see detailed pamphlet)

**RATS** enables the formulation of an Outcomes-based Strategy and then provides a vehicle to cascade responsibility for implementation down through the various levels and then provides reporting and tracking.



## Functional Maturity and Business Excellence (see detailed pamphlet)

**RATS** Functional Maturity views shows the Maturity aspects of Functions starting with the basic Fundamentals in place, moving to building aspects of Sound Practice and then finally establishing Best Practice. This provides a dynamic visualisation of progress.

An example of a Help Desk Function Maturity change progression could be as follows:

