UVIDI
MANAGEMENT SOLUTIONS

Strategy, Change and Risk

It takes skills, capacity & action to get results

What's the risk if capabilities don't match needs?

Every organization has critical objectives and needs

Common objectives we see . . .

1. **Clarity of Direction** – being clear on purpose and priorities
2. **Strategy** – choosing what you will do and what you will not do.
3. **Leadership & Management** – Teams, Culture, Balance – it's all about PEOPLE
4. **Financial Stability/Growth -** balanced sources of revenue and distribution of services
5. **Time** to do what needs to be done – capacity building

Are you meeting your objectives?

We understand some of the most common problems that get in the way of achieving critical objectives.

- Performance and results don't meet expectations.
- Understanding our customers' needs and expectations.
- Employees are not actively engaged.
- Things don't seem to get done or resolved.
- Missing key opportunities.



Putting you over the top will depend on whether you can align your capabilities with your objectives.

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Uvidi is on a mission to help companies **achieve the best outcomes** with the **capabilities** they have and to minimize the risks in the process.

Many business leaders struggle to align their company's strategies and capabilities with ever-changing needs, so we created a framework that helps them achieve their objectives more effectively.

That may mean doing something differently.

These inescapable management functions need essential capabilities

I. Manage Risk

- During times of uncertainty, taking a risk creates challenges if the conditions for success are not in place.
- The primary role of leaders and managers is to establish the conditions for business success. If the right conditions don't exist, the risk does.
- The size of the risk will vary depending on the number of gaps that exist in the capabilities.

II. Clarify Strategy

- A strategy is only as good as the clarity it provides to produce the intended outcomes - it drives day-to-day decisions and activities.
- A strategy is aligned with the skills/tools, access to capacity, and people who are willing to take action.
- The outcomes define the actual clarity of the strategy.

III. Manage Change

- Making successful changes requires skills, capacity, and taking the right actions to engage the people impacted most.
- Making change stick is a function of organizational capabilities. If change creates value, it will stick.
- Successful change is applauded when the voices of employees and customers are heard.

This is our sandbox - this is what we do

We focus on what we've been evolving and refining for 30 years.

We now advise, teach, train and coach others in the essential capabilities.

……. And we're very good at it.

Three functions that are always **integrated** and **inescapable**

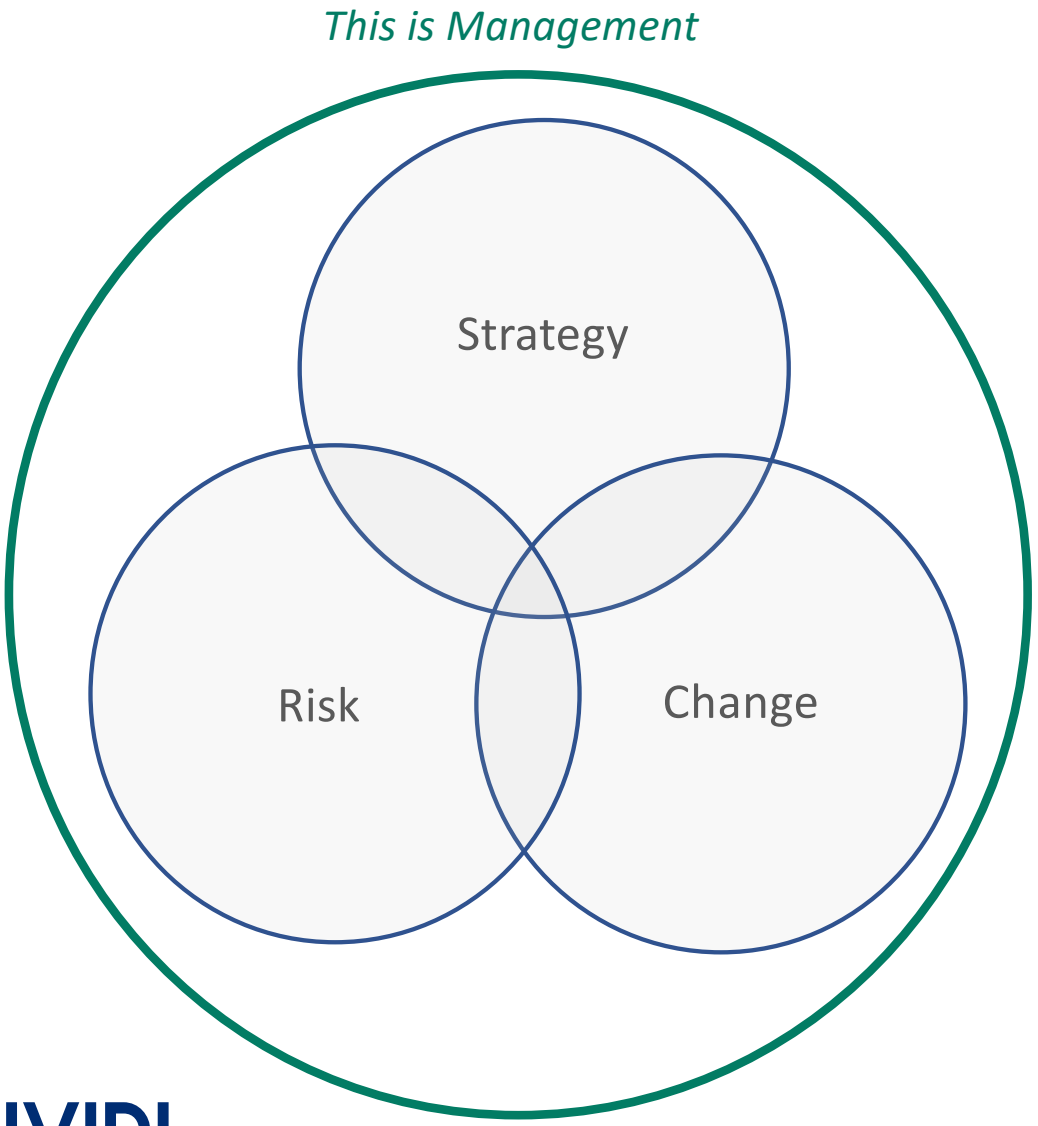
Strategy & Risk – every strategy will have some type of risk. A new strategy invariably initiates some type of **change.**

Change & Strategy – to make effective change you need a good strategy and be aware of the **risks** that may emerge.

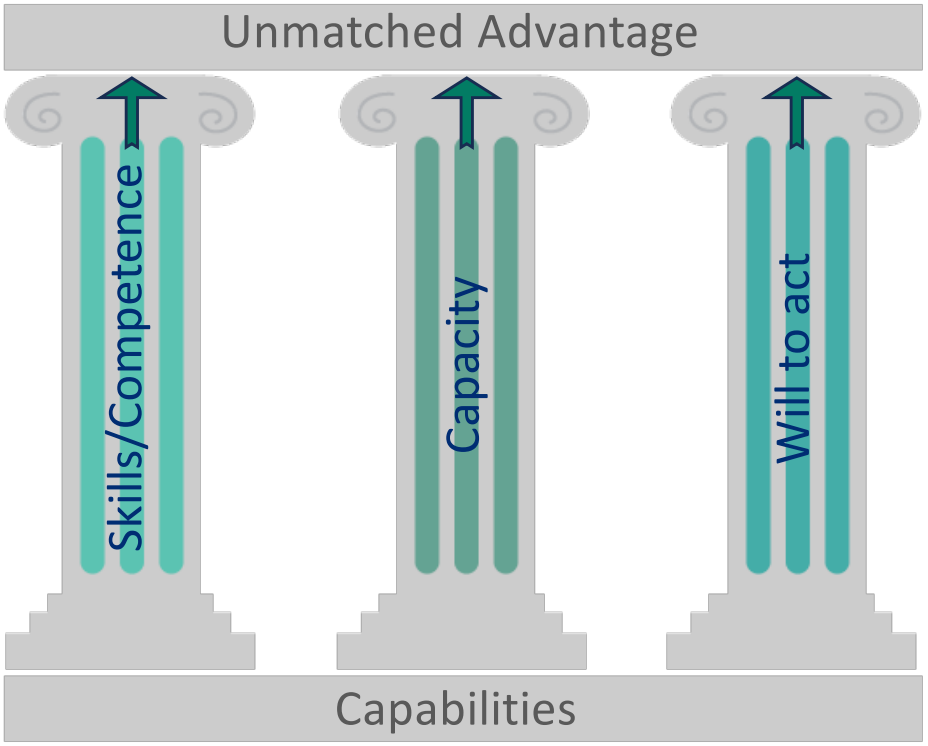
Change & Risk – Every change that is planned needs a solid **strategy**, recognizing there will be some risk involved.

No matter how hard you may try,

these three are inseparable.



What do we mean by ‘capabilities?





Capabilities are like the three-legged stool - -
If you are missing a leg, it will not stand and support.
The combination of capabilities provides an unmatched advantage.

To achieve objectives, the capabilities must align to achieve the outcomes

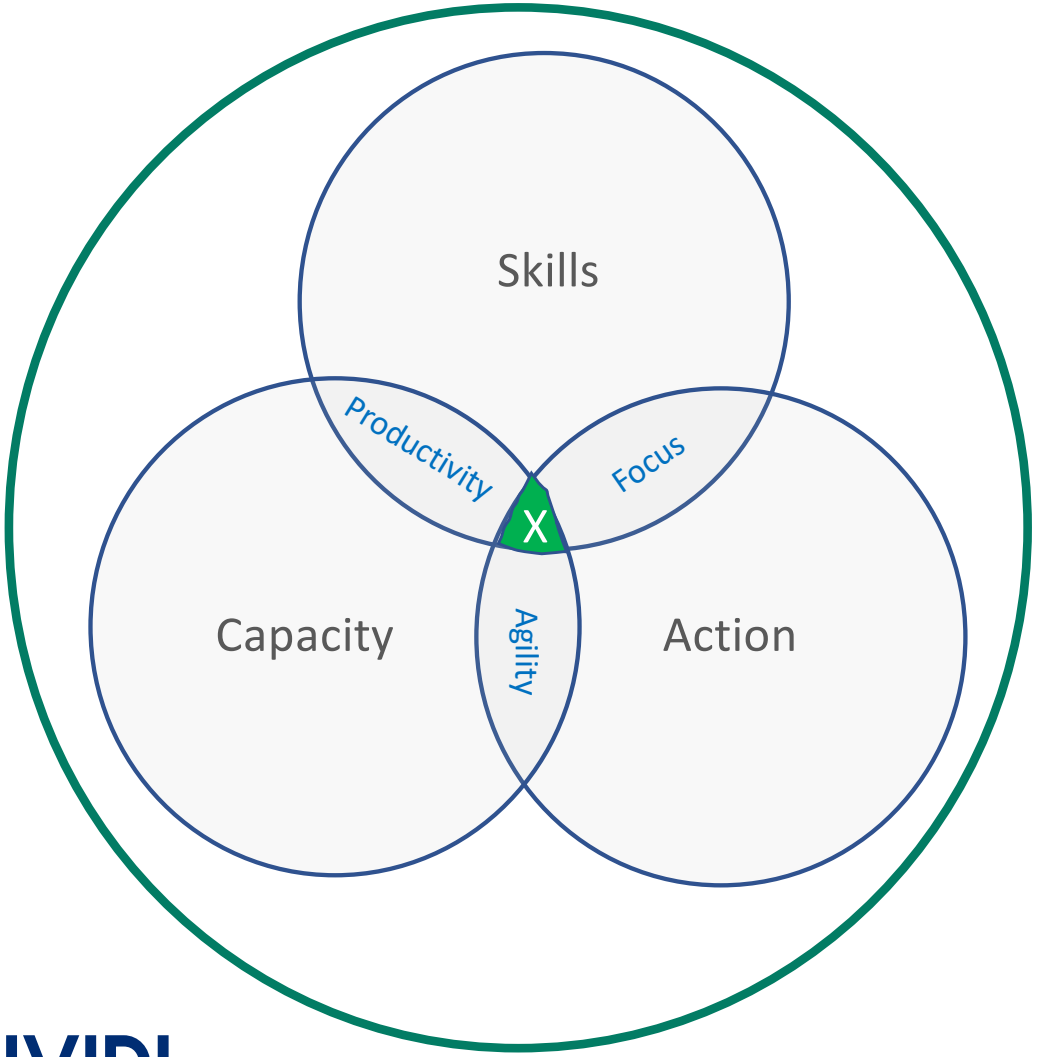
Skills + Capacity = Productivity

Skills + Action = Focus

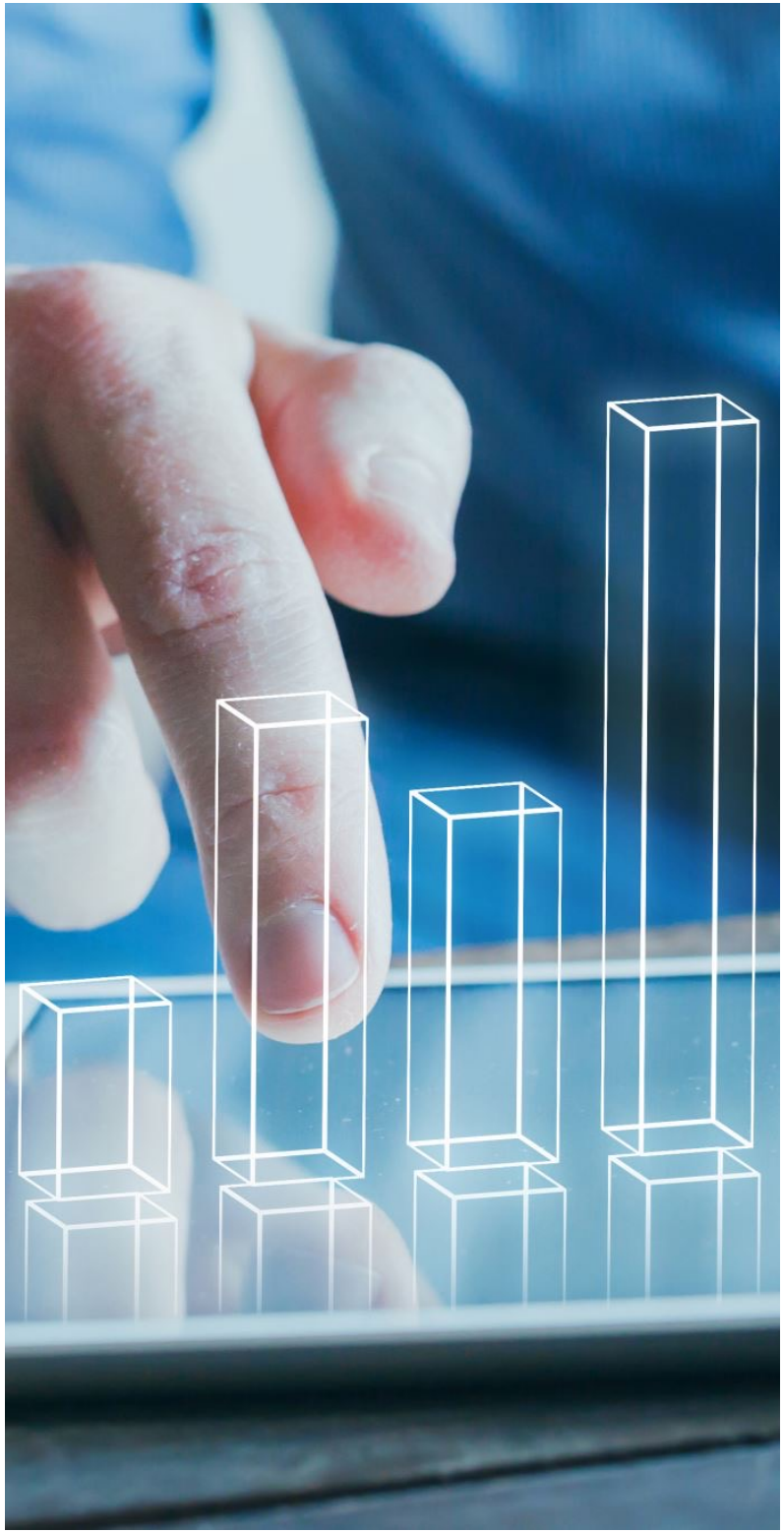
Capacity + Action = Agility

Skills + Capacity + Actions = Productivity, Focus, Agility, Resilience, Innovation, Creativity, Sustainability and MORE

These are the Capabilities



The sum is far greater than its parts.



Capabilities **create value** and build a **performance advantage**

This means you have . . .

- A strategy that is **'value-based'** and **leverages** current or emerging capabilities.
- The **results** you expect.
- The **agility** to respond to market shifts *rapidly*.
- **Consistent management practices** that are **sustainable, innovative** and **resilient.**
- **Positioning** that places you as a leader.
- **Critical thinking** about problem-solving and/or how your environment can/will evolve.

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The time to assess **how your capabilities align with your objectives** is now.

“Why” Assess Strategic Capabilities

Skills/Tools

- Skills don’t last forever, nor are they indefinitely relevant.
- The demand for management and labour skills changes over time and in different environments.
- What was relevant in one sector may not be as valued in another.
- What was valued 5 years ago may not be valued the same today.

Capacity

- Skills are not enough – people must have the capacity built into their workday to do what needs to be done.
- Having the capacity for activities is not enough – the work environment needs the capacity to think, associate and relate.
- Sufficient capacity allows time to process information and formulate ideas, relationships and next steps.

Taking Action

- It’s not enough to plan and make decisions; both must be effectively implemented to produce the intended outcomes.
- Management must know how behaviours in the organization are changing.
- Knowing what barriers exist or what enablers can be leveraged is gold.

If objectives are to achieved these capabilities need to be sharp!

Clients choose how they work with us

WE HELP CLIENTS TO DEVELOP THE SKILLS THEY NEED,

BUILD THE CAPACITY AND THE WILL TO TAKE ACTION.

- **Assessing** current state of capabilities and their effectiveness.
- **Facilitating** and **advising** on the alignment of capabilities for higher effectiveness with strategy, change and risks.
- **Architecting** solutions and methods to **solve problems** and **address emerging risks.**
- **Teaching, training, advising** and **coaching** management and their teams to achieve target performance.



In case you wondered where else we've left our mark

A small sample of the logos and quotes tell the story . . . . .

Clients who praise our work

"I have had an opportunity to work with Dragica in both a business and educational setting. Dragica assisted us in the development of our operational assessment . She tailored a workshop to the needs of our organization. She has a great depth of knowledge and expertise in the area of operations. I felt that she was very supportive, knowledgeable and always available to assist with questions or problems." *Shelley Besse, Chief Credit Officer, First West Credit Union*

"Our Board and Executive team wanted to put in place enhanced controls in our operational areas using risk assessments and risk management tools. We turned to Dragica. Not only was she responsive and supportive in our needs, but she also led our management team through a tailored approach. The tools and techniques that we learned with Dragica were an excellent foundation." - Barry Delaney, CEO, SASCU Financial Group

"Dragica is one of the forefront enterprise risk practitioners in Canada. Her knowledge, experience and expertise are commensurate with the highest levels of excellence. Her teachings have assisted us in saving millions of dollars in litigations and claims payouts." Douglas Anthony, (former) Director, National Claims & Litigation Directorate, RCMP

Clients who praise our work

"Understanding the implications of alignment during training and coaching for new skills, I can now access a more systematic approach in managing uncertainty.

It will assist my planning in future product development."

Executive, Client Services, Manulife Financial

Dragica is an excellent ambassador for CGI. She has done much to enhance CGI's brand in dealing with its clients. She brings a rare blend of technical expertise and business experience to her work that all who dealt with her found very helpful in understanding what needs to be done.

Very few professionals have her depth and breadth of knowledge of complicated regulatory requirements and processes. That understanding is extremely valuable when explaining the technical concepts in layman terms.

Her calm and focused demeanor in the face of sometimes intense pressures led the team to stay on course.

Roderick McBey, GJM, LLB, TEP, TD Bank Financial

Clients who praise our work

"The Alignment Assessment is a robust approach to understanding how we allow ourselves to sabotage our own performance.

It helped us to understand and to validate what we know intuitively, but it also helps to uncover the gaps that can easily go unnoticed – the ones that escape intuition."

Sr. Manager, Hydro Quebec

"I worked with Dragica to prepare training that would be delivered to two mine management teams in Central Asia, as well as the executives and line management at the corporate offices. Through the overall assessment, approach and training, Dragica helped us achieve two critical objectives.

She borrowed from her broad cross-industry experiences to define the mining context, to engage management teams in their own "language" with real-life examples they could relate to. I dare say even some of the most reluctant participants were able to actively engage in discussions, and the feedback received was positive.

I personally found working with Dragica not only insightful and enriching, but also inspiring.
Manuela Battello, (former) SVP and National Mining Leader, Marsh Canada

Formerly at Centerra Gold.

"The Alignment Assessment provides excellent perspectives for how to discover where risks lie in your organization.

The framework and methodology provide the strategic vs. operational alignment and inter-relationships. It is taking a theoretical approach to risk management with practical application and making it useful. Enterprise approach to risk management is now finally most helpful!"

James Quesnel, Director – Permitting and Regulatory Affairs at Agnico Eagle Mines

Formerly at Barrick Gold.

Clients who praise our work

"The 'Alignment' approach shifted my traditional thinking of gaps and leadership performance. It enhanced my ability to identify emerging issues that are often overlooked when aligning the organization's objectives and strategy.
Naipaul Sheosankar, CFO, Bluum Technology

Above testimonial was made when Naipaul was VP at CDI Computer Dealers.

"Dragica has acted as a channel expert and representative of our company, speaking at international conferences, participating on our behalf at industry forums regarding our direction and the industry needs.

She worked with our subject matter experts to understand how our internal strengths can be integrated with overall processes and a new technology solution.

We are executing her recommended strategy with great effect."
Michael Dufton, CEO, Volaris Group & Vencora

Above testimonial made when Michael was CEO of Solcorp, an HP company.

the Alignment Framework helped us to break down the key influences on our performance.

We were able to actively take control of the key gaps in our Strategic and Operational designs and processes.

It gave us another window into the awareness to identify and understand vulnerabilities - a full 360 degrees around the performance problem."
Sr. Program Manager, Sanofi Pasteur

A small sample of our clients



Leadership at Uvidi Management Solutions

I'm the Founder and Managing Director at **Uvidi Management Solutions.**

For over 30 years, I have lived practical, hands-on experience as an Executive, Board Member, Consultant, Problem-Solver, Educator, Coach, Mentor, and Facilitator with local and multi-national businesses.

I work with management to help them achieve their objectives. We clarify strategy, plan key changes, and mitigate risks. We also work on developing the right blend of strategic **capabilities.**

Clients need to explore new and emerging risks the business may be exposed to. *That may not be so palatable, but it is necessary.*

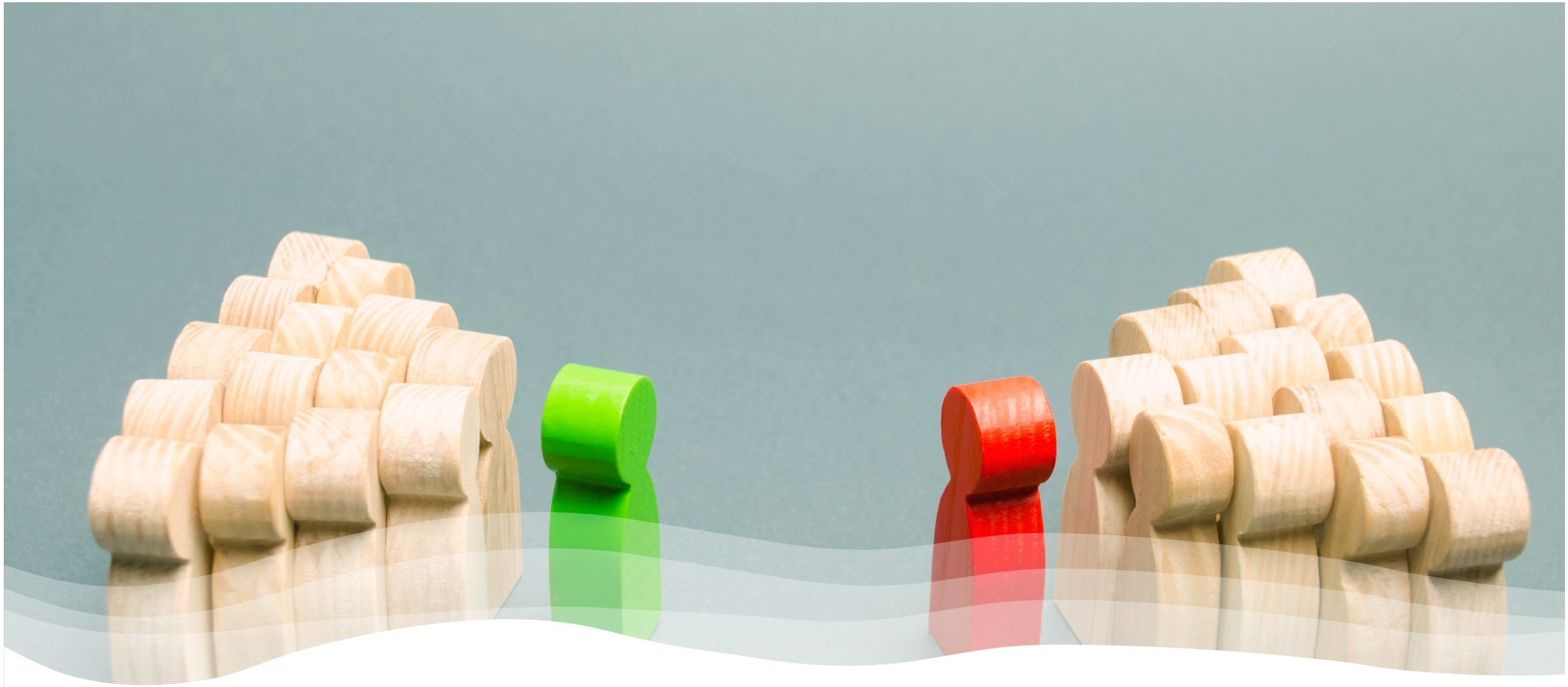
The Boards and management teams I work with develop strategies and capabilities that enable them to remain significant, competitive and relevant at a time when the changing environment is impacting their business.

A deep reservoir of knowledge, experiences and insights is available to support your business to create new opportunities.

Let's talk about the mechanics of your business! The strategies, changes and risks!



Dragica Robinson



Thank you for the opportunity to make this introduction

Contact

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