



Raytheon Professional Services Catalyst EngagementSM



Benefits

- Generates deeper insights into how employees work together within organizations to produce results
- Combines the proven practice of organizational network analysis with the rigor of Raytheon Six SigmaTM
- Identifies employees who are an organization's strongest brokers and, thereby, are best suited to bridge gaps and add significant value
- Empowers employees to initiate change, become stronger leaders, and contribute more fully to the organization's success
- Provides fast, non-intrusive implementation, with visible results in a matter of months
- Initiates the kind of lasting change that continues to produce value in the long run

An informal structure exists within all organizations. It falls outside documented organization charts and isn't defined by traditional reporting relationships. Simply stated, it's the means by which employees connect with each other and work together to generate value. Research has proven that organizations can leverage these social networks to attain ambitious goals more quickly. Indeed, the social network may be the most powerful asset an organization possesses.

The Catalyst Engagement is a transformational business encounter that quickly reveals an organization's social network. Built on research in the fields of economics, sociology and process improvement, it combines the proven practice of organizational network analysis with the rigor of Raytheon Six SigmaTM.

Through organizational network analysis, strategic projects and focused workshops with leaders, the Catalyst Engagement identifies an organization's true change agents, or brokers, and links them to initiatives that can have a major impact on the success of an organization, both in the short term and in the long run.

Raytheon

A catalyst for dramatic change and dynamic results.

The Process

The Catalyst Engagement uses a unique methodology that helps organizations evolve in new and exciting ways. It leverages leading insights in the areas of organizational network analysis, an analytic understanding of your organization, and the industry-leading Raytheon Six Sigma™ standard for value creation. The process consists of the following steps:

1) Select Target Initiatives

Through a consultative process, RPS works with an organization's senior leaders to identify strategic opportunities and agree on initiatives that will have the greatest impact.

2) Identify Organization's Social Capital Network

Through an online survey, RPS solicits information from employees about the organization's social capital network. For example, participants are asked to identify employees with whom they interact frequently and who they most admire. Survey results are depicted in a series of network diagrams to illustrate the connections and boundaries of the network.

3) Evaluate Organizational Network Using Statistical Analysis

RPS analyzes network data to highlight employees with the most appropriate social networks to best-drive change. Several of these employees (called Catalyst Fellows) will lead the initiatives introduced later in the process.

4) Conduct First Leadership Workshop

The leaders and Catalyst Fellows meet for a strategic leadership workshop to learn more about the social capital of leadership, review the findings of the organizational evaluation, and discuss

how the initiatives will be addressed. At the end of the workshop, Catalyst Fellows are assigned to lead specific initiatives.

5) Mobilize Resources to Address Target Initiatives

Catalyst Fellows are empowered to secure organizational resources for their initiatives. They work with their teams for 60 to 90 days. An added benefit of the initiatives is the strengthening of the organization's network through the mobilization of resources from across the company.

6) Conduct Follow-Up Leadership Workshop

Leaders and Catalyst Fellows assess progress, celebrate accomplishments and make mid-course corrections where necessary. The status is communicated to the organization.

About Raytheon Professional Services

Raytheon Professional Services is a global leader in learning services and outsourcing. We improve clients' business performance by redesigning how they train their employees, customers and partners; implementing their new training design; and managing their training in long-term outsourcing engagements.

To learn more about how Catalyst Engagement and other RPS Performance Consulting solutions can help your organization leverage its assets more powerfully, tap into capabilities more fully, and discover new capabilities, please visit www.rps.com

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