

## Internal Resource Restructuring Programmes Overview

Successful internal resource restructuring programmes take an integrated and organisation-wide approach to help organisations achieve their strategic goals. Monetical helps I.T. organisations drive greater profitability of internal resource restructuring programmes, whilst developing better services for its clients. This is possible because Monetical enables programme owners to continuously evaluate and diagnose the performance of 10 key enterprise functions, guiding them through all the necessary phases to deliver programmes successfully; this includes the identification of performance challenges and best practices in an increasingly complex organisational structure.

Successful internal resource restructuring programmes (e.g. newly distributed teams, offshoring, partial outsourcing or joint development) constantly achieve a high capability in 10 core organisational categories, such as innovation, communication etc. Monetical collaborative consulting platform delivers seven core modules (see figure), that enable programme owners to evaluate and optimise consistently, appropriately and effectively their own organisational capability across all categories.

Throughout the programme life cycle, Monetical enables software and IT organisations to retain complete ownership of programme management with the ability to:

- accelerate knowledge acquisition
- accurately measure performance capability
- optimise programme performance
- retain ownership of the consulting assignment
- promote best practices

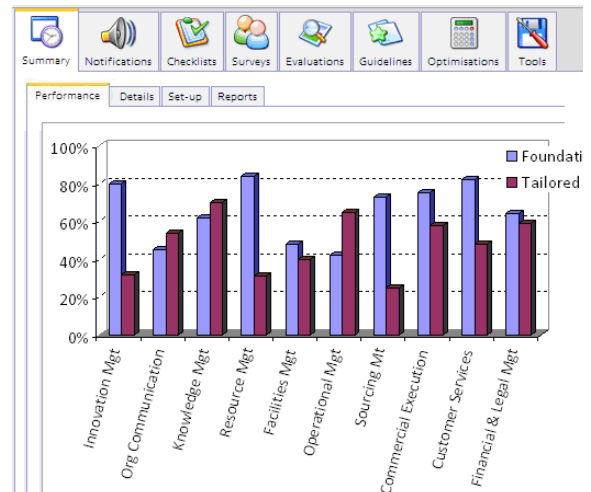
### Organisational Performance Capability

Real-time performance programme evaluation and optimisation is critical to succeed and to minimise delays and risks. Programme owners have the opportunity to accurately establish and attain full competency in these 10 key organisational categories.

Programme performance capability is a combination of foundation and tailored organisational characteristics:

1. Foundation - Core principles and techniques
2. Tailored - Unique organisational characteristics

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### Foundation

The wealth of preconfigured industry best practices, covering internal resource restructuring principles and techniques incorporated into Monetical, enables the organisation to self evaluate and optimise their own performance at key programme milestones.

### Tailored

Feedback from core programme audits, unplanned impact reports and check-lists help the organisation create additional benchmark audits specific to their organisation's characteristics.

### Performance Optimisation

Having used a series of consulting modules to establish performance capability, additional modules e.g. published guidelines and online tools, help diagnose underlying performance factors (i.e. root cause) and identify the most suitable corrective measures; these include additional programme activities or additional checklists, surveys & audits.