

DOING MORE WITH LESS

EXECUTIVE SUMMARY

In September and October, 2012, TMS hosted four complimentary forums for the organisational development community Australia wide. The purpose of these forums was to facilitate a TMS community of practice and to collect techniques and tips on how organisations can do more with less in the current, tough economic times.

Many insightful tips were generated from the forum discussions. The salient tips most commonly agreed upon, across all forums nationally, were:

▶▶ ***Be more innovative***

Innovation was seen critical to allow organisations to do more with less and remain competitive. It is a sound strategy to lower costs, increase quality, respond better and retain customers.

▶▶ ***Communicate more effectively***

Good communication skills were seen as pivotal, if leaders are to inspire and motivate others. Recognising that people are different and that different communication processes are necessary with different people was also a key message.

▶▶ ***Work to your strengths***

Working to strengths resonated with our forum attendees at all levels –organisation, team and individual. It's all about identifying potential, developing this potential and harnessing its power.

▶▶ ***Don't forget your people***

More and more, company profits are critically reliant on people working well together.

It is recommended by one study that, to compete sustainably in the 21st century, organisations need to focus on:

- Training
- Performance management
- Communication and
- Visible leadership

In summary, doing more with less involves commitment and sustained effort from all levels of the organisation.

TMS will continue to contribute to best practice in organisational development through ongoing research, the provision of valid and reliable, work-focused psychometrics and exemplary client service.