



# THE STRATEGIC ROLE OF THE SIMPLE JOB DESCRIPTION!

**Wednesday, April 17<sup>TH</sup>**

**Is your organization poised for growth in the near term?**

**Is your organization structured correctly, so your growth plans are reflected in your organization chart?**

**Are your job descriptions detailed and robust enough to outline the tasks, competencies, skills and interactions that are necessary to ensure your jobs align to your business strategy?**

**Do you consistently review your job descriptions to ensure that they are current and relevant?**

As organizations position themselves for growth, it is not uncommon to focus on product and process, and then just assume that the people component will take care of itself. Here's a reality check. As organizations move forward, often their people are trapped in survival mode clinging to the 'status quo'. Since people are behind products and processes, your organization may be experiencing negative 'organizational drag', limiting growth potential, sub-optimizing productivity and capacity, and compromising the ability to take advantage of competitive market opportunities.

How do you deal with these issues? We focus on the often-ignored job description, which is a strategic foundational building block to robust organizational development. Jobs descriptions are cornerstones to all these functions:

- Human Asset Management Strategy©
- Continuous Improvement Loop©
- Business Strategy and Human Capital Alignment
- Organization Charts and Organigrams©
- Job Descriptions
  - Hiring
  - Performance Review
  - Employee Development Plans
  - Employee Retention
- Human Capital Gap Analysis
- Continuous Improvement Reassessment

Join us in our workshop to see how robust job descriptions can optimize your organization's processes, products and people.

**EVENT TIME**  
**9:00am - 11:30am**

**\$49.00**  
coffee, pastries and  
fruit provided

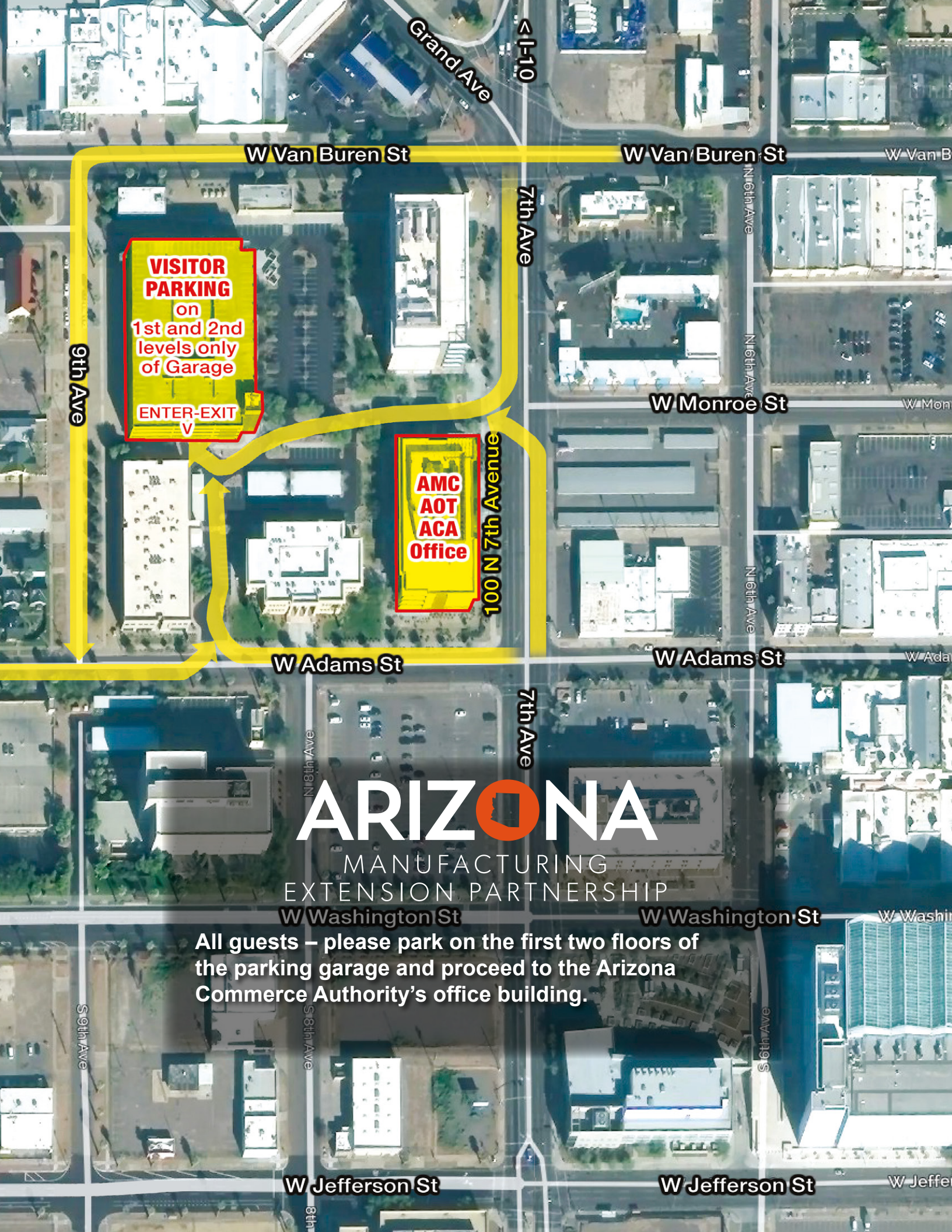
**WHERE**  
**Arizona**  
**Commerce Authority**  
100 N 7<sup>TH</sup> Avenue  
Phoenix, AZ 85007

Register at <http://bit.ly/AZMEPStrategicRoleOfJobDescriptionsApr2019>

**ARIZONA**  
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PART OF THE  **MEP  
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**VISITOR  
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on  
1st and 2nd  
levels only  
of Garage

**ENTER-EXIT  
V**

**AMC  
AOT  
ACA  
Office**

# ARIZONA

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All guests – please park on the first two floors of  
the parking garage and proceed to the Arizona  
Commerce Authority's office building.