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Welcome to **SHINE™**, the world's most definitive online organization development program that provides a unique methodology to involve all employees in the ongoing process of identifying, building and maintaining high performance in a productive, healthy work environment.

SHINE

Organisational e-volution

SHINE™ is an informed, inclusive approach towards a holistic solution in the development of organisational performance and health based on our unique SHINE™ 5C model. Our comprehensive e-learning platform, which supports the SHINE™ program, can be accessed anytime, anywhere via any digital device with internet access. SHINE™ is an acronym for:

SYSTEMATIC | HOLISTIC | INFORMED | NON-STOP | EVOLUTION

WHY DO YOU NEED **SHINE**™ IN YOUR ORGANISATION?

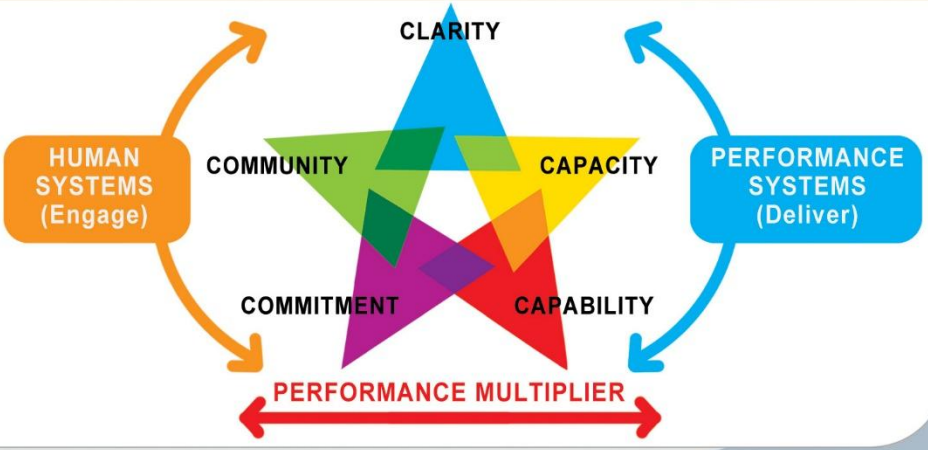
SHINE™ merges leadership and technology to build sustainable organisation performance and health.

Leadership and Technology: Successful leaders continually look for new and better ways to leverage top performance from their organisations. They have an acute understanding that future results are wholly dependent on constantly looking to improve what is done every day. They also have the pragmatic understanding that what does not get measured, often does not get done.

The age of technology has brought with it a plethora of information, creating a sense that new knowledge and innovative thinking is ubiquitous. However, such is the extent of new information that it becomes a challenge to assimilate it, evaluate it and apply what will add value in the context of a specific organisation. Now, more than ever, there is a strong need for a holistic, integrated framework to guide organisations through this minefield and ensure confident implementation for effective results.

Our digital capability involves all employees in assessing the factors that determine organisational performance, health and success. This is graphed onto our holistic STAR model to give a highly visual snapshot of the organisation's, or part thereof, current status. Our comprehensive and inclusive e-learning platform, supports managers to optimise their STARs & their progress can be tracked at any time.

Performance and Health: Organisational performance and health are two sides of the same coin. Neither good performance in an unhealthy organisation nor sub-optimum performance in a healthy organisation is sustainable. Simply, performance plus health equates to sustainable success. Any factors that affect either must be constantly assessed and developed to ensure that the organisation evolves with or ahead of new and ever-changing demands.

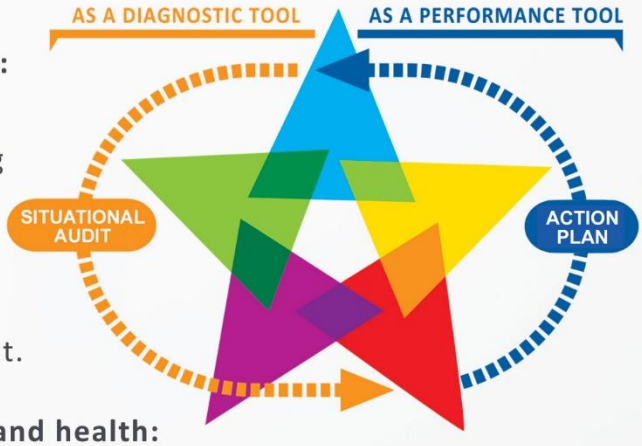
SHINE™ 5C MODEL	ALIGNING PERFORMANCE AND HUMAN SYSTEMS
Our model provides a unique understanding of how to develop Clarity for your organisation that will enable you to align your Performance and Human Systems. We will equip you to continually evolve these systems to keep your organisation relevant and successful, ensuring that what you do is consistent with what you say.	

HOW DOES **SHINE**™ ADDRESS THESE NEEDS?

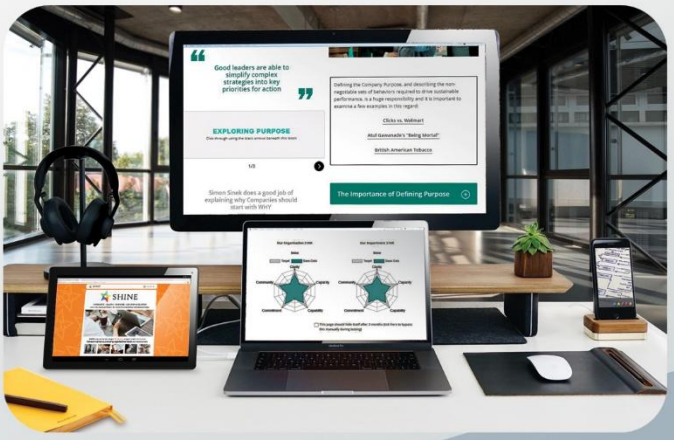
In short, SHINE™ is an integrated, interactive program that motivates the ongoing assessment, understanding and development of the 5 key dimensions (each with 3 critical areas of influence) involved in securing optimal organisational performance and health.

The SHINE™ 5C Model: The SHINE™ logo is a star made up of five triangles, which represents our unique 5C Model. Each triangle embodies an aspect of organisational performance and health that is imperative to enabling and/or driving sustainable business success, and together they form a holistic framework that contextualises measurable and specific action, aimed at enhancing the organisation's performance and health.

SHINE™ as a Diagnostic and Action Tool: The SHINE™5C Model serves both as a diagnostic and an action tool, measuring the variables that affect current performance and health as well as directing efforts towards actioning identified opportunities for improvement.



- **Measuring current performance and health:** The SHINE™ online questionnaire evaluates the status of variables affecting organisation performance and health, the results of which are graphed onto the '5C Star' diagram, providing a clear and highly visual snapshot of the current organisation status.
- **Directing ongoing action and development:** SHINE™ is supported by an e-learning platform that can be accessed on-line by managers at any time via any digital device. It empowers them through integrating best practice methodologies to develop their department or divisional STAR, and their progress can be tracked at any time, real-time. This is important as the total organisation STAR is the sum of all divisional/department STARs, and each STAR may enrich or weaken the organisation as a whole.



SHINE
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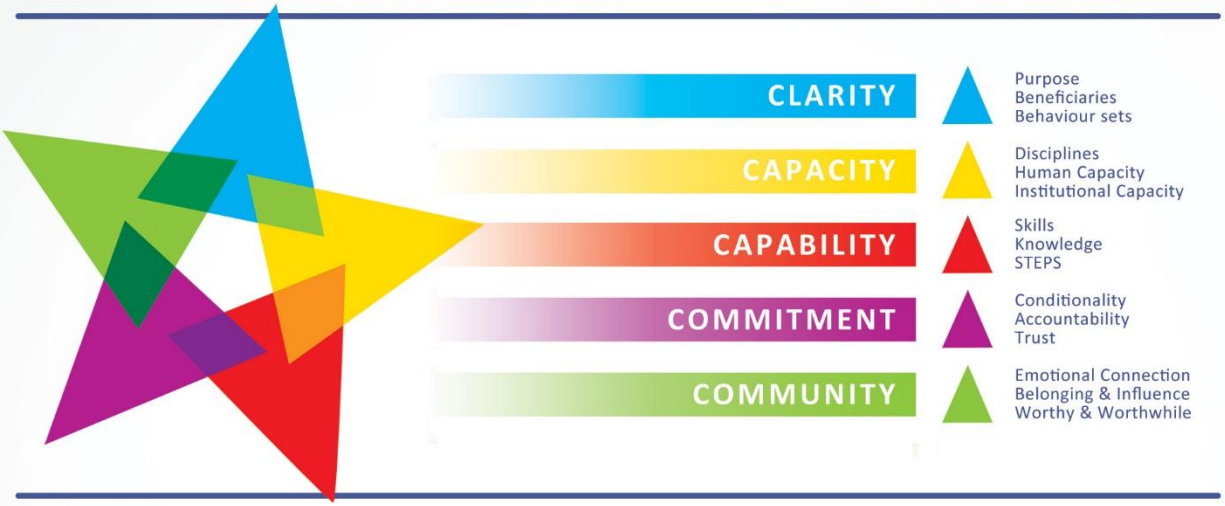
SHINE™ AS A ONE-STOP HOLISTIC FRAMEWORK FOR SUCCESS:

The SHINE™5C model is a construct of 5 concrete dimensions (represented by the 5 triangles), which are easy to understand and combine logically and powerfully to enable and drive organisation performance and health.

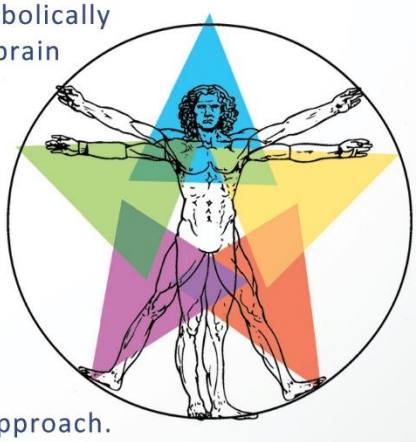
THE FIVE CRITICAL DIMENSIONS

Leveraging Organisational Performance and Health



Each of these dimensions, in turn, is a function of three facets, represented by the three sides of the relevant triangle. Each of the 15 facets are concrete and can be measured and developed independently, constructed into the 5 dimensions and then formulated into a holistic approach to build stellar organisation performance and health.

We use a human metaphor to simplify the understanding of the role of each dimension in enabling and driving health and performance. CLARITY is symbolically represented by the head, representing an intelligent, whole-brain approach to excellence. CAPACITY and COMMUNITY are enablers and are symbolically represented by the hands, whilst, CAPABILITY and COMMITMENT are the drivers, symbolically represented by the feet. Some leaders are natural enablers, whilst others are natural drivers of performance. However, we advocate a holistic approach to performance and health for sustainable success.



Importantly, in our approach, complex and illusive concepts such as corporate culture, values and competencies are a managed outcome/function of our systematic, constructive approach.

CONCLUSION:

For an organisation to SHINE™, now and in the long term, Leadership must understand the nature and role of both the enablers (Capacity & Community) and the drivers (Capability & Commitment) of the organisation performance and health and be able to align them, through compelling and dynamic strategy, with meaningful Clarity of Purpose and direction.

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For more information about **SHINE™** visit our website or send us an e-mail:
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