

SOA success hinges on having the right team, doing the right things, within the right culture and with the right values. Who do you turn to for leadership and execution? How do you support their success amidst so many competing priorities? How do you foster the necessary pioneering efforts, attention to detail, collaboration, reuse and alignment with business priorities that SOA requires? Are there fresh approaches to reducing the risk of your “people” decisions? Avoid getting lost crossing the chasm to SOA with the help of The SOA Monitor’s SOA Organizational Effectiveness, designed to give you the keys to high performance SOA.

---

### CORNERSTONES OF HIGH PERFORMING SOA

- **New Roles and Skills**– Cybrarian, Composer, SOA Police, Center of Excellence Director, Reuse Manager, Chief Process Innovation Officer, SOA Program Manager. Whether or not you embrace new titles, or assign new roles to current personnel, SOA demands a new way of thinking & working.
- **Culture of process innovation and reuse** – From an IT perspective, it’s about learning to build software as services, and then reusing those services to attain improved productivity. For the business, it’s about using services for process innovation. Defining new roles and responsibilities and values, identifying talent with the right mix of technical competencies and fulfilling them are some of the elements required to create a culture of process innovation and reuse.
- **IT/Business Collaboration** – Collaboration between IT and the business is normally tenuous at best. Harnessing the power of SOA means getting the business and IT to identify their common values & work more closely to achieve the quantum leap in alignment that SOA offers.
- **Pay attention to the Inner Game** – The high performance team must be motivated by values such as innovation, collaboration, speed & agility and excellence. Incentives and supports must be in place to foster the right behaviors consistent with these values.
- **Support intuition with Quantification** – Managers must trust their intuition when choosing the team and designing

the organization for SOA. We inform your choices with a validated assessment process to measure your performance profile and define the actions that will lead to organizational effectiveness.

“We were too close to our current team to see the changes needed to support a new technology platform and grow the company. The SOA Organization Effectiveness program has helped position us to succeed with these major initiatives.” – CEO – Financial Transaction Processing Company

### ENGAGEMENT DELIVERABLES

Key deliverables include an organization assessment, organizational design recommendations, performance improvement plans, and ongoing training and coaching.

### THE TEAM, PROJECT DURATION AND COSTS

We take a multidisciplinary approach using organizational development, IT management, business process, and technical experts. Initial assessment, recommendations, and plan are developed in a three to five week period. Ongoing engagement is structured in consultation with the client and is conducted on a fixed price basis.

### BUILD A HIGH PERFORMING SOA ORGANIZATION

[Contact](#) us to discuss engagement details or [visit](#) us online to learn more about our consulting, training and publication services centered on SOA strategy, planning and implementation.