

# 4 P's Model Canvas

## Connecting People to Success

Adoption Challenge	
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Project	Purpose	Particulars	People
What is the project?	Why are we changing?	What are we changing?	Who will be changing?
What percentage of project outcomes depends on people to do their job differently?			



If people don't change how they do their job, then we ultimately won't change what we set out to do from the beginning.

## 4 P's Model Example: Finesta Case Study

Project	Purpose	Particulars	People
What is the project?	Why are we changing?	What are we changing?	Who will be changing?
<p><b>Performance Excellence Project (PEP)</b></p>	<p>To achieve operational excellence goals by aligning performance goals, increasing individual accountability and supporting employee development.</p> <p><b>Project Objectives:</b></p> <ol style="list-style-type: none"> <li>1. Goal alignment: 80% of performance plans show alignment between organizational and individual goals</li> <li>2. Open communication: 80% of employees report they receive meaningful developmental feedback monthly</li> <li>3. Learning focused: 75% of employees have a development plan</li> <li>4. Delivering results: 85% of employees agree they have the tools, resources and support to be successful</li> </ol> <p><b>Organizational Benefits:</b></p> <ol style="list-style-type: none"> <li>1. Achieve workforce strength targets and reduce regrettable turnover by 15%</li> <li>2. Increase scores for key drivers of engagement by 30%</li> <li>3. Contribute to achieving operational excellence goals by aligning systems, processes and people to support strategic objectives</li> </ol>	<ul style="list-style-type: none"> <li>• Processes</li> <li>• Systems</li> <li>• Tools</li> <li>• Job roles</li> <li>• Critical behaviors</li> <li>• Mindset/attitudes/beliefs</li> <li>• Performance reviews</li> </ul>	<p><b>Chicago office Shared Services (2,500 employees):</b></p> <ul style="list-style-type: none"> <li>• Finance</li> <li>• Accounting</li> <li>• Purchasing</li> <li>• Legal</li> <li>• Human Resources</li> <li>• Information Technology</li> </ul> <p><b>Hong Kong office (1,950 employees):</b></p> <ul style="list-style-type: none"> <li>• All functions</li> </ul>