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广阔天地大有作为 345名硕士博士为全球 56个企业奉献义务劳动精神

■ 我们的使命是提高企业组织机构和运营管理系统 ■

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Supporting Entrepreneurs @ Goodrose Foundation
Improving Performance Efficiency of Organization
345 professionally trained volunteers supporting 56 small businesses
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How Goodrose Works

The Mission

A well-defined mission for each project is the driving force.

After the moral service mission is proposed by a project director (generally a business entrepreneur) as well as then approved by the Project Team (generally a group of people who are willing to participant with contributions of their time, cash and professional knowledge to make the proposed project happen - we call them supporters), the project is established name " the N Mission Project".

The supporters refer to the human capital at Goodrose Foundation Mission Project. It also refers to the stock of competences, knowledge and personality attributes embodied in the ability to perform labor so as to produce economic value. It is the attributes gained by a worker through education and experience.[1] Many early economic theories refer to it simply as workforce, one of three factors of production, and consider it to be a fungible resource -- homogeneous and easily interchangeable. Other conceptions of labor dispense with these assumptions.

Once " the N Mission Project" could be succeed by these human capital contributions, the equity is horned and the stock is issued with the different levels for the purchasing based on the values of Key performance indicator (KPI) that the supporters contributed over the time. In case, " the N Mission Project" is could be failed, the supporters could have lost their time, cash and professional knowledge. This could be a risk.

Therefore, the earlier participated supporters earn the highest values of equity plus the low-cost stocks.

Developing the Values of Development Organizational Infrastructure

Creating and development a strong and reasonable organizational infrastructure is the key to a ultimate success of doing business. Goodrose valuates all its project on this items the core value process. By Default, this process is assigned 15% of value of the total equity of business

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which is owned by the supporters when the project successes. .

Define, Analyze & Change

Infrastructure is how companies organize the people side of their business. It establishes roles, responsibilities, authority, focus, and control within the organization. It determines how innovative, creative, response or bureaucratic an organization will be. It defines how things get done in the organization and establishes the boundary of acceptable behaviors. It determines how well people work, and how well they work together. It is what takes a collection of individuals and turns them into IBM, GM or 3M. It is the engine that drives performance.

If you ask a group of executives to define the elements of organizational infrastructure you will get a list — a long list. Ask them to identify the relationship between the elements on their lists and you will get a discussion — a long discussion. Long lists and long discussions do not provide much guidance on how to develop, define and change an organization's infrastructure.

We have defined the elements of organizational infrastructure and the relationship between those elements to create a dynamic model — a model that can be used to develop, define and change organizational infrastructure.

Elements of Organizational Infrastructure

There are five basic elements common to all organizational infrastructures — Goals, People, Process, Structure and Results.

Goals and Results

Goals and Results form the template for infrastructure development. The organization's "Value Goal" defines how the organization creates value that its customers are willing to pay for. The "Results" the organization measures and rewards establish priorities across the organization. When the Value Goal is aligned with the Results it creates the "blue print" for building organizational infrastructure.

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People

People — what they do and how they do it. Infrastructure defines the roles people play and assures people have the ability and willingness to achieve high performance in these roles. Infrastructure institutionalizes high performance by getting the right people doing the right things.

Process

Process — the policies, procedures and rules an organization establishes. Processes define how things get done inside organizations — how plans are made, goals are set, priorities are established, funds are distributed, people are hired, products are developed, money is spent, communications takes place, decisions are made, problems are solved, finances are managed and people are rewarded. Processes increase performance by taking discreet tasks and organize them into a predecessor and successor relationship. Driving out deviation in processes through methods like statistical process control maximizes organizational efficiency.

Structure

Structure creates focus and control. It creates focused action by breaking the organization into distinct areas of responsibility — Research is responsible for technology development, Development is responsible for new products, Manufacturing is responsible for building products and Sales for selling the products that are built. Each organizational unit is focused on, and held accountable for, its unique area of responsibilities.

Structure creates control by distributing authority throughout the organization. A "boss" has the authority to hold his or her people accountable to create compliance to roles and rules. Bosses use authority to make sure people play their assigned roles, follow the rules and remain focused on their area of responsibility. Structure increases performance by setting priorities and minimizing redundancy of action.

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Infrastructure organizes people, process and structure to get the right people, doing the right things, at the right time, right the first time. It maximizes performance creating the ability, willingness and opportunity for people to achieve high performance.

Delivering the Performance - Final Results

The most challenging implemented services is to delivery the final result.

Therefore, Goodrose is not a consulting company. Goodrose delivers the final performance with the values recognized by investors and involved parties.

Defining, analyzing and changing infrastructure cannot be done by outside experts. But developing and changing infrastructure from within is difficult because internal resources often lack objectivity and can be unduly influenced by internal politics and careers.

Our clients value our consulting services because we are objective and honest, brutally honest when needed. They tap into our knowledge, skills and tools to efficiently and effectively define, analyze and change their organizational infrastructure.

Goodrose helps the organizations define, analyze, and change their organizational infrastructure with the final results - cash investors, established sales and markets, proven operations management team for transferring to the new management team.

Creating the Model of BOT - Transferring to the Operations Management to the New Team

BOT is a type of arrangement in which the private sector builds an infrastructure project, operates it and eventually transfers new management of a ownership of the project to the government or other private sector. In many instances, the government becomes the firm's only customer and promises to purchase at least a predetermined amount of the project's output. This ensures that the firm recoups its initial investment in a reasonable time span.

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