



Aplin Partners

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We know the Executives' Challenge

Executives are under constant pressure to increase corporate performance, accelerate business value, keep employees engaged and motivated, and make business knowledge accessible and useful.

Executives generally choose one of three paths: (1) Allocate tasks across the bureaucracy and hope for effective convergence, (2) make major investments to shock the organization into better performance, or (3) build new and feasible capabilities within people and information interactions. We enable the third choice, very well.

Aplin's Discipline, Science, and Technology

Over the last 20 years, Aplin Labs has lead studies of change and risk within business and organizational sciences. From these applied studies we built and vetted the **Performance Architectural Science Systems (PASS)** discipline to guide the use of science and technology in business improvement, while accounting for all its inter-dependencies and risks.

Aplin Partners applies PASS as a unique and reliable performance engineering service, where we operationalize the true, complex nature of work, and rapidly redesign and rigorously test potential capability within the business structure and its multi-causal context. In practice, we facilitate, study, model, build, test, and verify simultaneously, so we can actively and intentionally reshape, and often replace, with employees' their work designs, within manageable units of change.

Through PASS methods, we also sustain improvement in employees' motivation, concentration, awareness, and discretion. We build new analytically-infused functions quickly, while negotiating change in the multiple, hierarchical factors that affect the functions. Where there is risk, it is easily encapsulated for executive review and revision.

Recent Case

Aplin successfully increased a customer's core capability while removing persistent risk. Our customer's function was an \$80 million operation, servicing over 150,000 customers. We conducted rapid performance engineering, and within predictable milestones, fitted multiple analytics into the existing capability. The final function was entirely new, and now operates with a 300% increase in processing speed and 80% reduction in errors.

Aplin reinforces long-term, effective improvement among existing employees. Our science and technology, PASS, is recursive, comprehensive, interdependent, and employee-based for well-fitted signals that reinforce sustained improvements.

Influencing Performance: Rebuilding a core function, and influencing multiple, dependent functions and their teams.

Market Competition: Analyzing emergent innovation and testing it within a new functional model.

Leveraging Knowledge: Configuring a Learning Integrated Network to analyze and reuse internal expertise among employees.

Operational Control: Streamlining analytic processing of rapid changes in requests and downstream performance.

Aplin services are low-risk, high-impact. They increase capability, improve corporate performance, and sustain growth in business value. Ultimately, they amplify executive leadership.