

Org capability components

	Business Unit	Team	Individual	
Work Design	<ul style="list-style-type: none"> • Business process design • Business unit capabilities 	<ul style="list-style-type: none"> • Team design • Team capabilities 	<ul style="list-style-type: none"> • Job design • Individual competencies 	Financial Performance
Staffing & Talent Management	Staffing and development of business unit capabilities	Staffing and development of team capabilities	Staffing and development of role capabilities	
	Align talent management systems: recruitment, learning, promotions, career paths, etc.			
Work Execution & Management	<ul style="list-style-type: none"> • Business unit goal setting • Accountability for business unit performance • Rewards for business unit performance 	<ul style="list-style-type: none"> • Team goal setting • Accountability for team performance • Rewards for team performance 	<ul style="list-style-type: none"> • Individual goal setting • Accountability for individual performance • Rewards for individual performance 	
Financial Performance	Align the financial costs, benefits and potential tradeoffs			