

Build with purpose

Test the decision. Let the organisation evolve.

WHAT THIS IS ABOUT

You have the data. You have the pay structure. You have your market position. And yet tomorrow's strategic decision still rests on intuition — because there is nowhere to stress-test it before it carries a cost.

IN THIS BROCHURE YOU'LL DISCOVER

- 1 why the data you already hold does not show everything that matters — and what is missing before you can anticipate the real effects inside the organisation
- 2 how to build parallel scenarios before any commitment, using four parameters you control
- 3 what the first simulation result tells you about how much strain the current structure can actually absorb from a strategic decision
- 4 how a confirmed scenario feeds directly into your existing documents and makes the decision demonstrable from data — not merely asserted

VERSIUNEA ONLINE

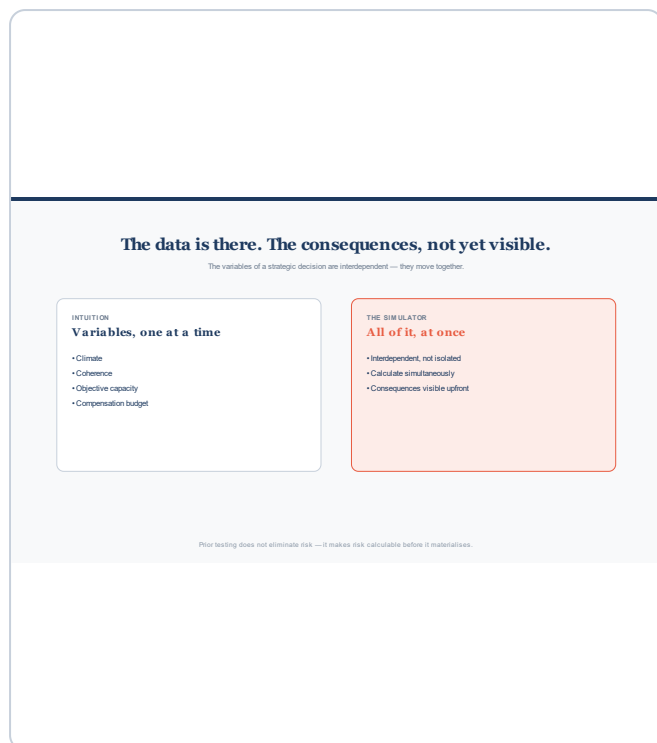
Scanează pentru broșura interactivă — cu voce, film și grafice care se ivesc la scroll.



01

The data is there. The consequences are not yet visible.

The objective foundation — hierarchy, pay structure, market position — tells you precisely where you stand today. It does not tell you what propagates through the organisation when you apply a strategic decision: where pressure builds, what fractures, what the current structure cannot carry.



- The variables of a strategic decision are interdependent — climate, coherence, objective capacity, and compensation budget move simultaneously — and none can be isolated without distorting the others.
- Intuition treats them sequentially; calculation treats them together — the difference is not one of speed, but of accuracy.
- The cost of error appears in no report until it has already been paid — prior testing makes it visible before it materialises.

IN DEPTH

"Simultaneously interdependent" means, in concrete terms: you open a new service line — the demand for new roles puts pressure on the pay structure, new roles require competencies that the current climate may or may not sustain, and the coherence between what you declare and what you do recalibrates against the new direction. All at the same moment. The simulator calculates all of them at once.

The accuracy gap relative to intuition is structural, not a matter of experience: a director with ten years in the role may estimate the effect on one or two variables well, but cannot simultaneously estimate the effect on five interdependent variables without sacrificing precision on some of them. Calculation does not replace judgement — it informs judgement where judgement alone cannot reach.

The invisible cost of error has a concrete shape: people who disengage before they leave, processes that degrade without a clear signal, objectives missed and attributed to the market rather than to the decision that produced them. Prior testing does not eliminate risk — it makes risk calculable before it materialises.

Before you know what you can test, you need to know what data the simulator starts from — and where it comes from.

02

What enters the simulator, and which parameters are in your hands.

Datele din care pornește simulatorul nu sunt medii de industrie — sunt datele organizației tale: climatul măsurat, indicele de coerență calculat, structura de roluri și indicatorii de performanță documentați din etapele anterioare.

The strategic decision simulator puts four types of parameters in your hands — the strategic decision under review, structural variables, objective targets, and time horizon — and lets you build parallel scenarios before committing to anything.

- The strategic decision under review can be a restructuring, an expansion, a change of direction, or a combination — you describe it in organisational terms, not financial ones.
- Structural variables include the roles affected, the processes involved, and the grades in scope — you adjust them individually or in combination.
- Objective targets enter as concrete requirements: what the organisation must produce, not merely what it hopes to achieve.
- Parallel scenarios are compared against the confirmed baseline — not against each other in isolation, but against a stable reference point.

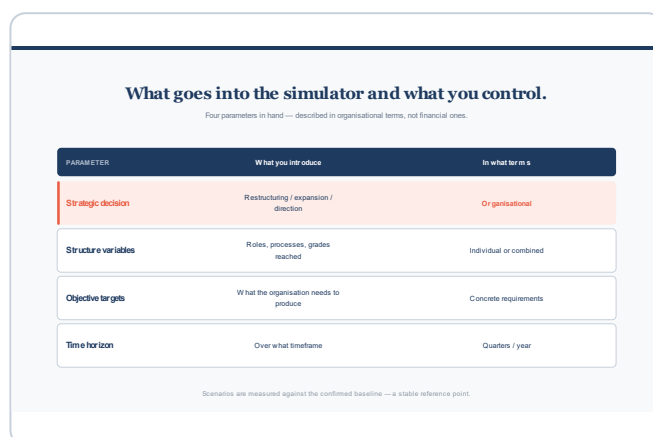
IN DEPTH

"Describing in organisational terms" means you do not enter a financial figure — you enter a decision with structural consequences: "we are adding a key account management team in the western region" is automatically translated into role requirements, pressure on the relevant grades, and impact on the climate of existing teams. The engine handles the translation, not you.

"Individually or in combination" means you can simultaneously test what happens when you restructure a team and adjust a grade within the same scenario — the aggregate effect is visible in a single run. You do not build two separate scenarios when the actual decision involves both changes at once.

Objective targets as concrete requirements: "we grow revenue by 30% in 18 months" is translated into specific capacity requirements — roles, competencies, processes — which the engine compares against what currently exists. The gap is calculated, not estimated.

Comparing against the confirmed baseline — not against other scenarios — gives you a stable reference point: if scenario A and scenario B both produce a deterioration in team cohesion, you see them both against the same benchmark. Deviations are measured.



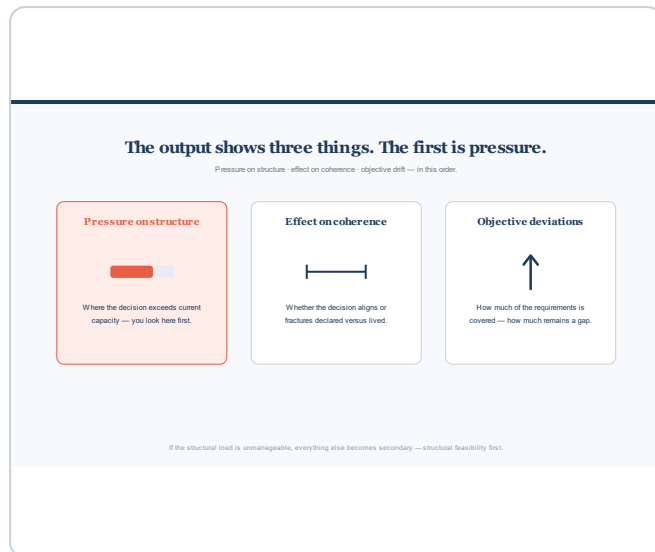
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03

The output shows three things at once. The first thing you look at is pressure.

Ai construit scenariul pe datele organizației tale — acum rezultatul aduce în față cifre, distribuții și indicatori. Citirea rezultatelor urmează o logică specifică deciziilor strategice, diferită de logica grilei salariale sau a ierarhiei de valoare.

The simulation output shows simultaneously: pressure on the current structure, the effect on the coherence index, and deviations from objective capacity. The first thing you look at is pressure — it tells you whether the decision is absorbable by the organisation as it stands, or whether it requires a prior intervention.



- Pressure on structure shows where the decision exceeds current capacity — roles, processes, or grades that cannot carry the requirement.
- The effect on the coherence index shows whether the decision aligns or fractures the relationship between what the organisation says and what it does.
- Deviations from objective capacity show how many of the calculated requirements are covered by what exists today, and how many remain as a gap to be addressed.
- The reading order matters: pressure first, coherence second, deviations last — each level assumes you have worked through the one before it.

IN DEPTH

Manageable pressure versus pressure that requires prior intervention: if a decision adds requirements to roles that already exist and have available capacity, the organisation can absorb it without structural changes. If the requirement exceeds the capacity of existing roles or calls for competencies that are not present, the output marks explicitly where the gap is and what type of intervention addresses it.

The effect on coherence is calculated across the specific dimensions of your index — not as a generic assessment. If the decision being tested contradicts a declared value with high coherence, the output shows the precise fracture: which dimension, what magnitude, against what current level. Not "the decision is incoherent" — but "the decision produces a deviation of X points on the collaboration dimension, where current coherence stands at Y."

Deviations from objective capacity are listed by component: if the objective requires a delivery capability that the operations department does not have today, the output shows exactly that — not a vague estimate, but a specific requirement in terms of roles, competencies and processes, with the gap calculated against what currently exists.

The reading order is not arbitrary: if the pressure is unmanageable, the effect on coherence and objective deviations become secondary — you first establish whether the decision is structurally viable, then examine its finer consequences. If you move to coherence without having read the pressure, you risk optimising a scenario that is not viable.

You have read the output — what matters most now is what you do with it, and what remains in the document after you decide.

04

The confirmed scenario enters the structure. And the next step is one you open for yourself.

Ai scenariul pe care vrei să îl aplici — confirmarea lui nu produce un document nou, ci actualizează structura existentă cu o înregistrare clară a ce s-a schimbat, față de ce și pe ce bază.

The confirmed scenario updates the climate reports, coherence reports and development plan within the same document — it does not create a parallel document. The decision remains yours; what you gain is that it can be demonstrated with data, not merely asserted.

- Confirmation updates the existing documents — the continuity of the procedural basis is preserved, not fragmented across parallel versions.
- The difference is concrete and in the same format as the rest of the document: what changed, on which component, against which prior state, and with what calculated effect.
- The decision remains yours — with greater clarity about what you know and what remains open.
- The structure updated after simulation is the baseline from which the next modelling cycle begins — you are not rebuilding from scratch.

IN DEPTH

"The same document, not a parallel one" means you do not end up with two versions of the coherence report in circulation — one from before the decision, one from after. There is a single document, with a log that records the history: the prior state, which scenario was confirmed, when, and on what basis. The operational decisions that follow — recruitment, development, salary adjustment — all start from the same version.

The concrete difference looks like this: "Decision confirmed: account management team expansion, western region. Pressure absorbed through: recruitment of two new roles in Grade 3. Effect on coherence, collaboration dimension: +0.4 points against prior state. Remaining objective gap: operational capacity at 78% of requirement — addressed through a T2 development plan." Not a footnote — a record with the same traceability as the original assessment.

"Reduces uncertainty, does not eliminate it" — the phrasing matters: a strategic decision always carries variables that no calculation covers completely — market response, competitor behaviour, unpredictable internal dynamics. What you gain is that the calculable variables are calculated, and the decision starts from what you know, not from what you assume.

The next modelling cycle starts from the updated structure: when a new opportunity or a new external pressure emerges, you are not rebuilding the analysis from scratch — you already have the climate remeasured, coherence recalibrated, and capability gaps documented. Each cycle adds a layer — the organisation knows itself better and decides better.

