

**2006 Controllers Institute and others: Continuity Strategy**

This research assignment that was carried out on behalf of the MDW Foundation concerned 'Continuity Management' from the perspective of Human Resource Management, which at that time was one of the most future-oriented topics in organisations. Forty-one different organisations took part in this research, from profit to care, government, etc. This was a deliberate choice.

If after the research and a reliability analysis it would appear that there was significant coherence between RP-Indices of all participants, this would indicate that the results reflected the good and bad parts of Continuity Strategy of organisations in the Netherlands (in 2006).

*The probability of high correlation between ad random 41 types of heterogeneous organizations by coincidence is theoretically negligible. However, there was even a high correlation here which proved that a 'perfect' decision design had been made and the results were reliable 'as trends'.*

Three Objectives were chosen. One concerned Continuity Management itself and the other two Objectives were seen as 'Environment Objectives'. A total of 20 Drivers were scored.

The conclusion is clear. In 2006, decision-makers still gave their organisation and staffing a 'satisfactory' grade, but they needed better key factors to keep their continuity management up to standard. Later on, it would turn out that, due to international developments such as the credit crisis of 2007-2009 and the economic crisis (from 2008 onwards), continuity could only be maintained if both crucial Objectives were on level, so effective.

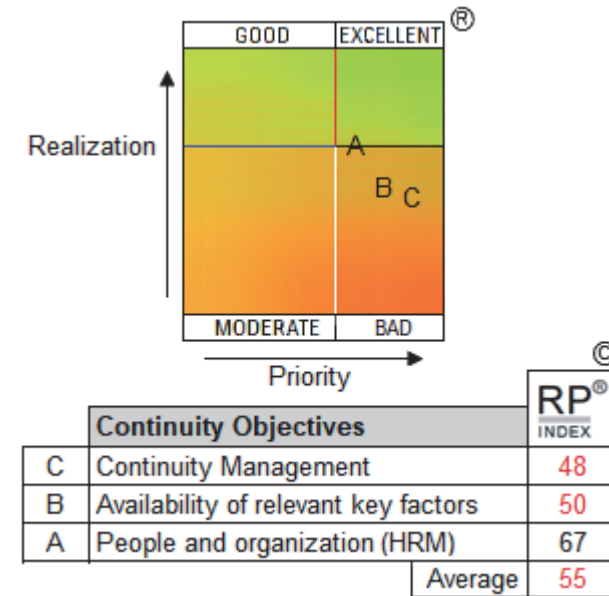
Still, a Continuity Management 'Scan' is an instrument that organisations should use almost annually to be able to continue to monitor continuity in the achievement of any Strategic Goal.

**Research partners:**

**The (Dutch) Controllers Institute** is the Dutch umbrella body for Registered Controllers, Accountants and for Financial Managers.

**De Baak Training and Coaching** is the largest Dutch training agency for personal leadership.

**Logica/CMG** was one of the five largest ICT companies in the Netherlands and was acquired by the Canadian company CGI Group in 2012.



The details (Drivers) below show that in that period, certain topics became topical, but had not yet been sufficiently incorporated and quantified in a business strategy.

And in 2020-2022, measuring HRM-Drivers received extra attention: what were in the future the measurable effects of 'working from home' or what were the efficiency, effectiveness and profitability of an organisation ?

The most urgent HRM Drivers		RP INDEX
Measuring the added value of HRM		50
Quantifying HRM in time, money, resources and quality		51
Knowledge management related to HRM		52
Career mobility of employees		53
Permanent innovation of HRM		56

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