

# How to use The Pizza Model

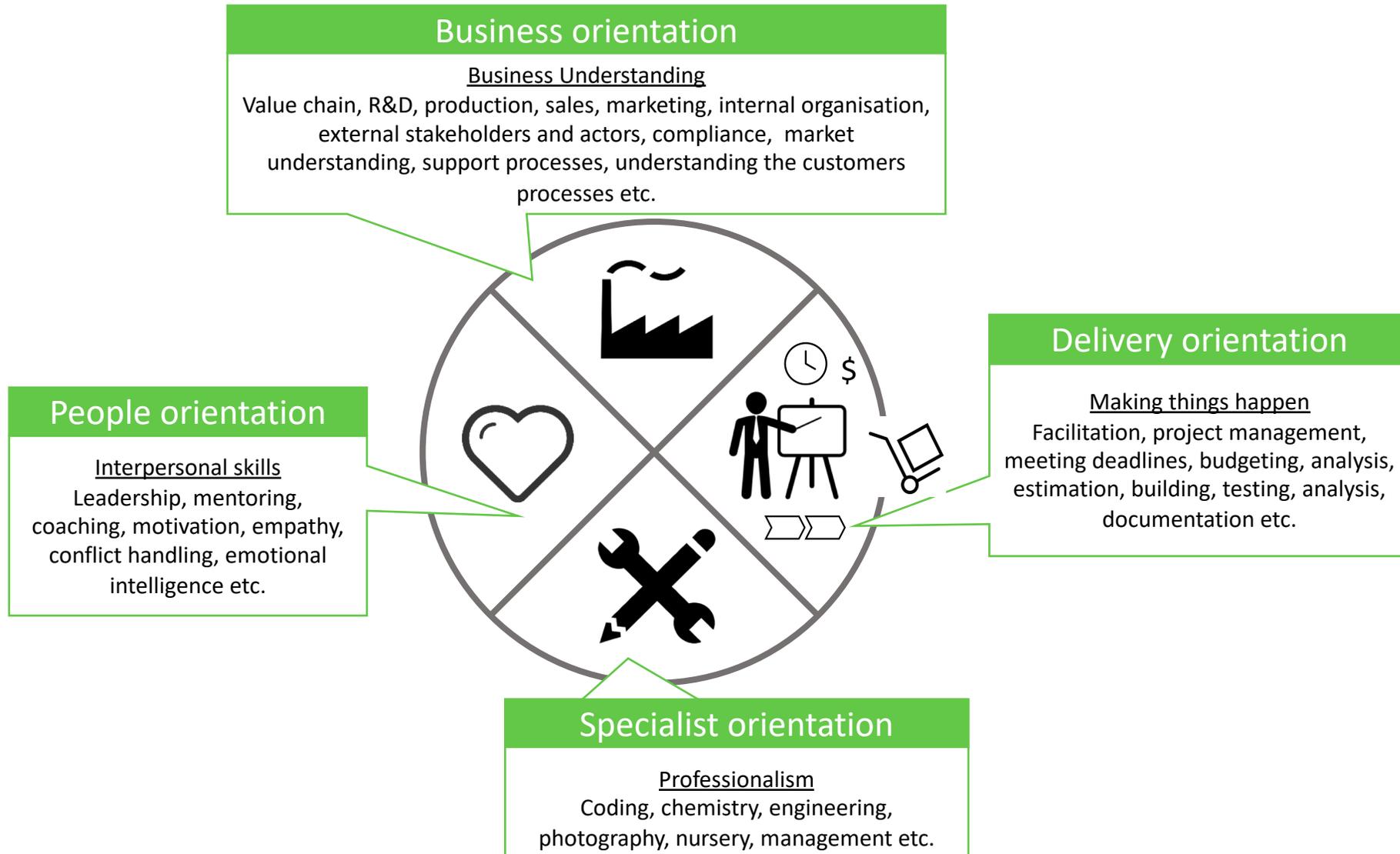
## Tool

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Bloch&Østergaard

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# The 'Pizza Model'



# How to use it

## Roles

The model shows the four orientations, that describes the components of roles in an organization.

**The Business orientation**, focusing on business understanding, vision and strategy.

**The People orientation**, focusing on personal and interpersonal skills, coaching and mentoring.

**The Delivery orientation**, focusing on processes, products, and projects, and all related elements of getting things done.

**The Specialist orientation**, focusing on professional skills for craftsmanship, analysis, and production.

Use the Pizza model to understand in which orientation individuals are strongest.

## The three levels

Use the model to map and develop employee competencies, capabilities and skills. What are you good at? Where do you need to learn? And where can you teach others your skills? Split the model in three levels for each pizza slice:

**Learning:** the employee is in learning mode

**Doing:** the employee masters the skill, and practices it regularly with success.

**Teaching:** when the employee master an orientation at a level that they can teach others.

He/she will most likely have skills in learning, doing or teaching levels, for each pizza slide.

Make a plan for development: Create two goals that you can reach within two months. Should you strengthen a skill in 'learning mode'? Should you be a teacher for someone?

## Problem solving

When solving a problem, the model can be used to understand which capabilities are needed.

Start by asking four questions:

1. Which problem do we want to resolve?
2. Who does it affect?
3. What happens if we don't solve the problem?
4. What happens if we solve it?

Look at the four orientations from the model and which areas will be affected by the problem - or are useful to solve it. Afterwards assess who in the organization has the capabilities from the affected area.

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