PERFORMANCE DASHBOARD
THE MEASURE OF SUCCESS FOR LEADERS

THE ORGANIZATIONAL EFFECTIVENESS SURVEY (OES)[SM]

DETECTION/PREVENTION

Knowing how employees feel about working in the organization allows leaders to respond to specific areas of concern such as productivity and turnover.

The OES will assess what is going well and offer warning signs of organizational "At Risk" behaviors and business practices that if not caught soon enough can negatively impact overall performance, growth, and financial results.
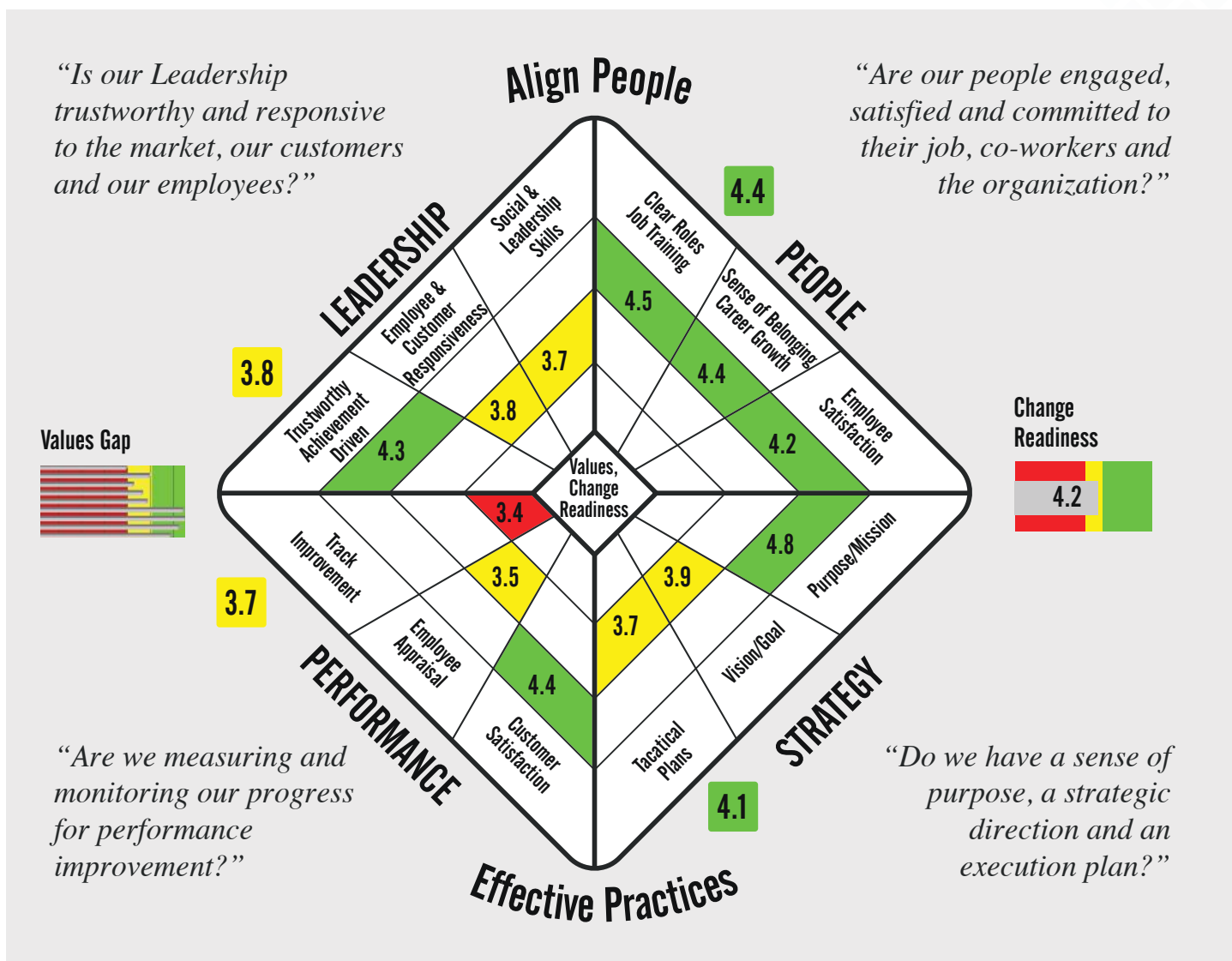
DIAGNOSIS

The OES identifies 28 behavioral and business practice competencies within 4 functions of the organization:

• Leadership: Achievement Driven, Trustworthy, Responsiveness, Emotional/Social Skills
• People: Employee Engagement and Satisfaction
• Strategy: Mission/Purpose, Vision, Goals, Tactical Plans
• Performance: Evaluates Customer Satisfaction, Employee Appraisal, and Track Improvement.

PROGNOSIS

The OES predicts work force readiness and willingness to tackle new initiatives and change activities from the results of 2 functions at the center or core of the organization.

• Change Readiness: Adaptability/ Flexibility
• Values Gap Analysis: Are we walking the talk? Is the Organization's immune system Congruent, Healthy and Strong, or Incongruent, Toxic and Weak?

"Is our Leadership trustworthy and responsive to the market, our customers and our employees?"

"Are our people engaged, satisfied and committed to their job, co-workers and the organization?"

Align People

LEADERSHIP

PEOPLE

Social & Leadership Skills

Clear Roles / Job Training — 4.5

Sense of Belonging / Career Growth — 4.4

Employee & Customer Responsiveness — 3.7

3.8

Employee Satisfaction — 4.2

Trustworthy Achievement Driven — 4.3

Values, Change Readiness

3.4

3.8

Values Gap

3.8

Change Readiness

4.2

Track Improvement

3.5

Purpose/Mission — 4.8

3.9

3.7

Employee Appraisal

3.7

Vision/Goal

PERFORMANCE

Customer Satisfaction — 4.4

Tactical Plans

STRATEGY

4.1

Effective Practices

4.4

"Are we measuring and monitoring our progress for performance improvement?"

"Do we have a sense of purpose, a strategic direction and an execution plan?"

THE ORGANIZATIONAL EFFECTIVENESS SURVEY (OES)SM

The OESSM is a validated diagnostic assessment that detects healthy, effective, and at risk behaviors and practices for leadership teams, boards, and owners who are seeking to expand growth and sustain enterprise success.
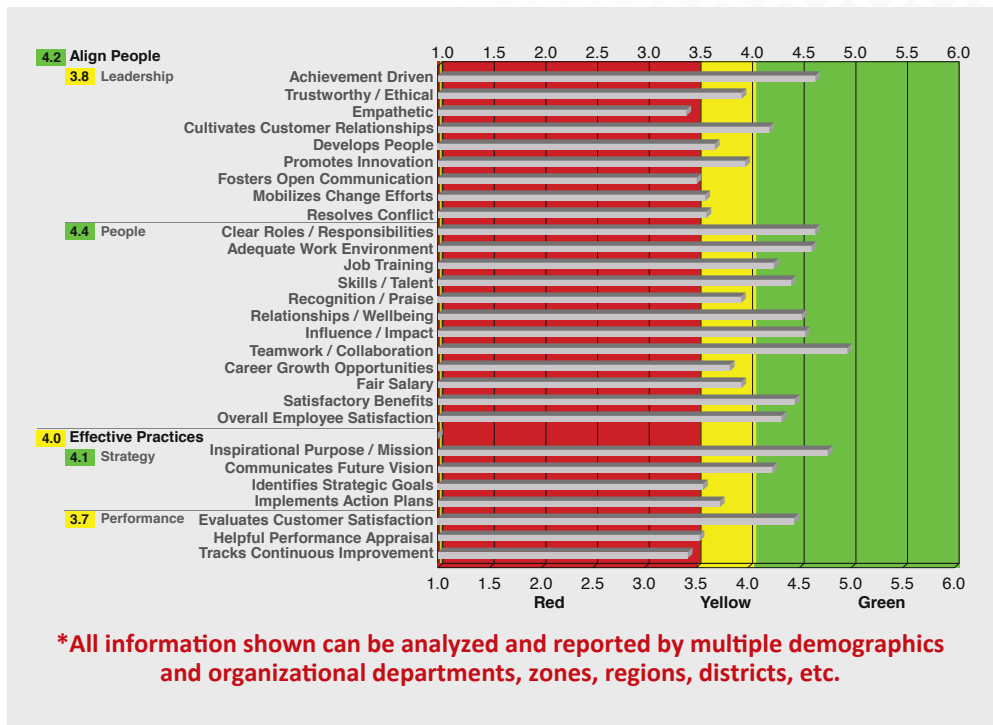
INTERVENTION

The OES offers and/or will help organizations develop action plans that can reduce if not eliminate potentially "At Risk" behaviors and practices to:

- Retain competent and motivated employees
- Increase productivity and employee commitment
- Decrease unwanted turnover and related impact on the organization
- Generate increased earnings

MONITOR

Over 95% of OES Clients will re-administer the OES to track and report on progress improvement against the initial baseline results.

*All information shown can be analyzed and reported by multiple demographics and organizational departments, zones, regions, districts, etc.

Organizational Aggregate by Location		Align People																					Effective Practices							
		Leadership									People												Strategy				Performance			
		Achievement Driven	Trustworthy / Ethical	Empathetic	Cultivates Customer Relationships	Develops People	Promotes Innovation	Fosters Open Communication	Mobilizes Change Efforts	Resolves Conflict	Clear Roles / Responsibilities	Adequate Work Environment	Job Training	Skills / Talent	Recognition / Praise	Relationships / Wellbeing	Influence / Impact	Teamwork / Collaboration	Career Growth Opportunities	Fair Salary	Satisfactory Benefits	Overall Employee Satisfaction	Inspirational Purpose / Mission	Communicates Future Vision	Identifies Strategic Goals	Implements Action Plans	Evaluates Customer Satisfaction	Helpful Performance Appraisal	Tracks Continuous Improvement	Total Average
Overall	170	4.7	3.9	3.4	4.2	3.7	4.0	3.5	3.6	3.6	4.7	4.6	4.3	4.4	3.9	4.5	4.6	5.0	3.8	3.9	4.5	4.3	4.8	4.2	3.6	3.7	4.4	3.5	3.4	4.1
Dallas	89	4.6	3.7	3.3	4.1	3.5	3.8	3.4	3.5	3.4	4.6	4.4	4.1	4.2	3.9	4.4	4.7	4.9	3.8	3.9	4.7	4.3	4.8	4.2	3.6	3.7	4.6	3.4	3.3	4.0
New York	10	4.7	4.5	3.8	4.7	4.2	4.3	4.0	4.2	3.6	5.1	5.1	5.0	4.8	4.2	4.9	4.6	5.3	4.5	4.9	3.7	4.8	4.9	4.3	3.8	4.0	4.0	3.9	3.6	4.4
San Diego	71	4.7	4.1	3.5	4.2	3.8	4.1	3.5	3.6	3.8	4.7	4.9	4.4	4.6	4.0	4.6	4.4	5.0	3.7	3.9	4.3	4.3	4.7	4.3	3.5	3.7	4.3	3.7	3.5	4.2

*All information shown can be analyzed and reported by multiple demographics and organizational departments, zones, regions, districts, etc.