THE ORGANIZATIONAL EFFECTIVENESS SURVEY (OES)℠

DETECTION
Knowing what your employees think about working in the organization allows leadership to respond more quickly with focused accuracy to retain key people and boost productivity.

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

DIAGNOSIS
The OES identifies relational behaviors and operational practices within 4 functions of the organization:

Relational BEHAVIORS
1. Leadership: Achievement Driven, Trustworthy, Responsiveness, Emotional/Social Skills
2. People: Employee Engagement and Satisfaction

Operational PRACTICES

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.

IMMUNE SYSTEM
1. Change Readiness: Adaptability/Flexibility to take action on OES results.
2. Values Gap Analysis: Are we walking the talk? Is the Organization's immune system Congruent, Healthy and Strong, or Incongruent, Toxic and Weak?
THE ORGANIZATIONAL EFFECTIVENESS SURVEY (OES)™

The OES™ is a statistically-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 provides leadership with suggested improvement 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

OES clients, as standard practice, re-administer their OES to track and report on progress improvement against initial baseline results.

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