

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 and what's not and target warning signs of organizational "at-risk" Behaviors, Practices, and Immune System scores that, if not caught soon enough, can negatively impact overall performance, growth, and financial results.

DIAGNOSIS

The OES identifies Relational Behaviors and Operational Practices traits within four functions of the organization:

Relational BEHAVIORS

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

Operational PRACTICES

3. **Strategy:** Mission/Purpose, Vision, Goals, Tactical Plans
4. **Performance:** Evaluates Customer Satisfaction, Employee Appraisal, and Track Improvement.

PROGNOSIS

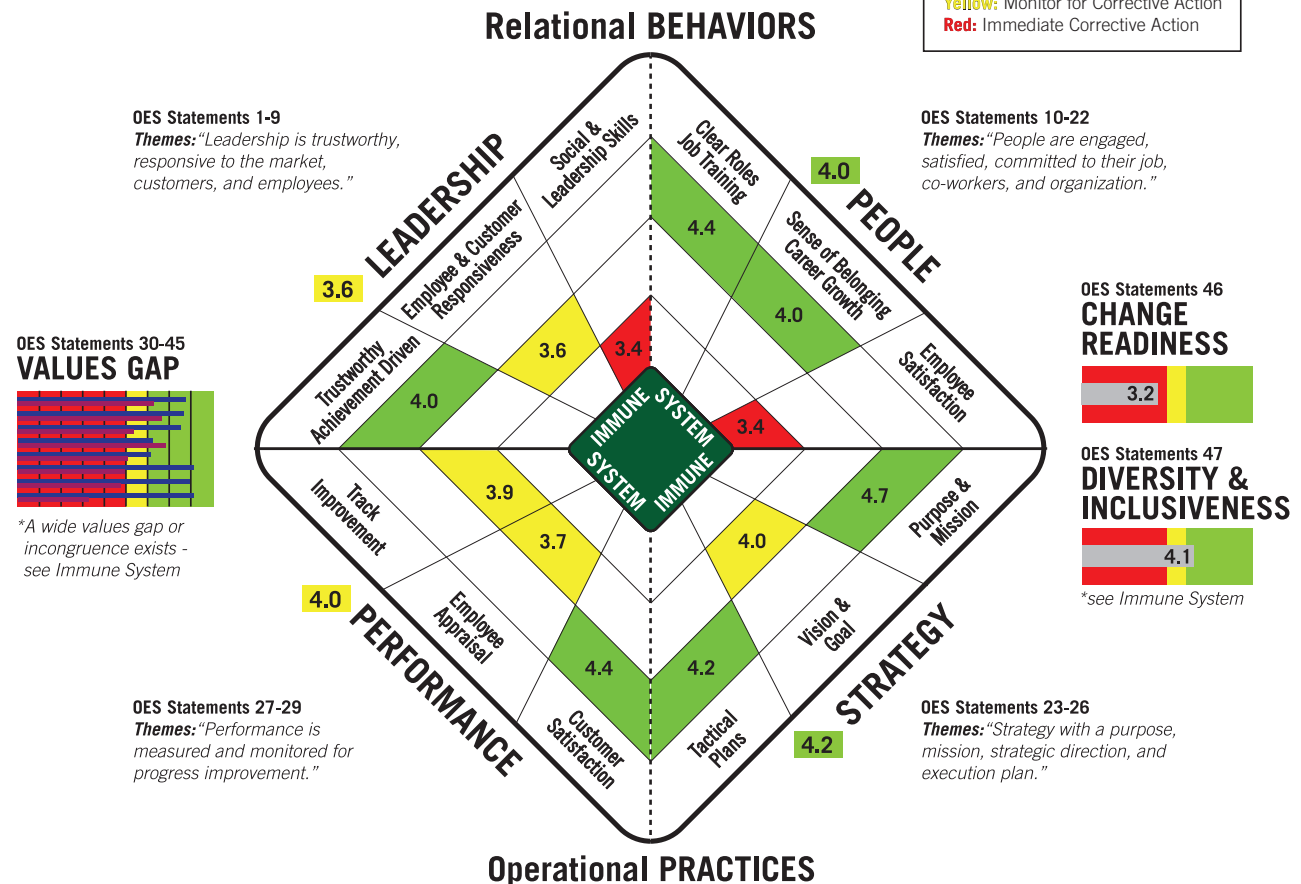
The OES Immune System trait detects the resilience of the workforce to tackle new initiatives from the three functions at the organization's inner core:

IMMUNE SYSTEM

1. **Change Readiness:** Adaptability / Flexibility to take action on OES results.
2. **Diversity & Inclusiveness:** How well people's differences are blended to achieve goals.
3. **Values Gap Analysis:** Are we walking the talk? Congruent, Gap Healthy and Resilient, or Incongruent Gap, Toxic and Weak?

LEGEND

Green: Doing well, Celebrate
Yellow: Monitor for Corrective Action
Red: Immediate Corrective Action





ORGANIZATIONAL
EFFECTIVENESS
SURVEY
by Performance Dashboard

THE MEASURE OF SUCCESS FOR LEADERS

ORGANIZATIONAL EFFECTIVENESS SURVEYSM (OES)

The OES is a statistically validated diagnostic assessment for leadership teams, boards, and owners seeking to expand growth and sustain enterprise success.

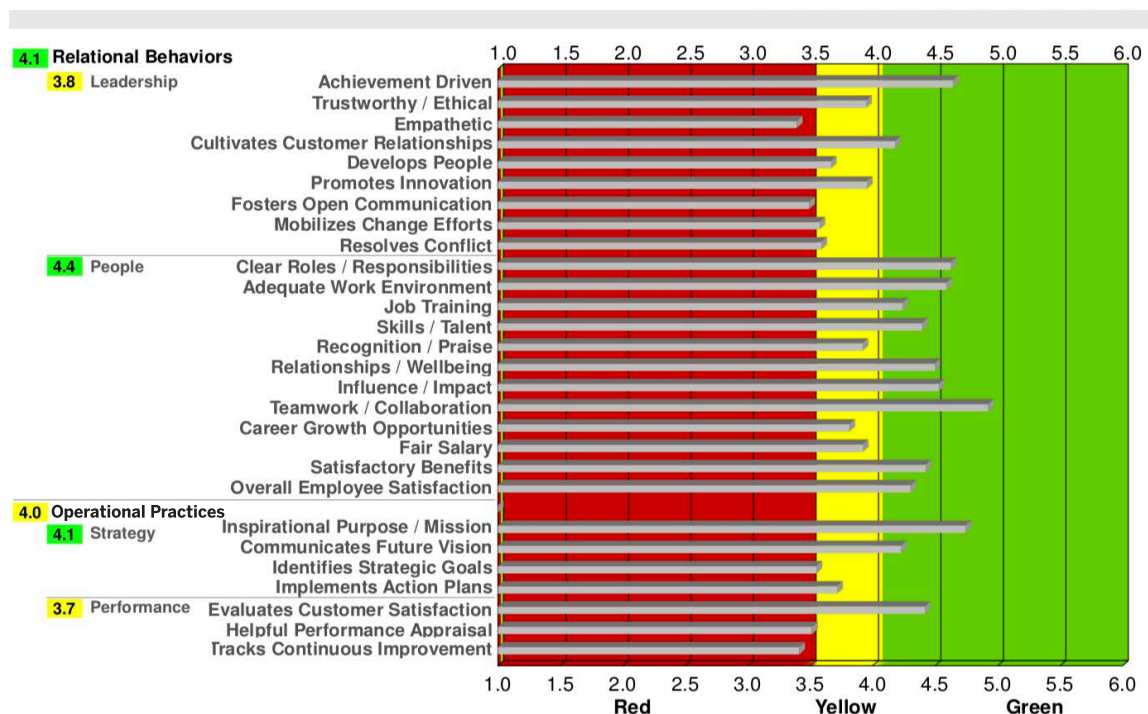
INTERVENTION

The OES provides leaders 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.**





THE MEASURE OF SUCCESS FOR LEADERS

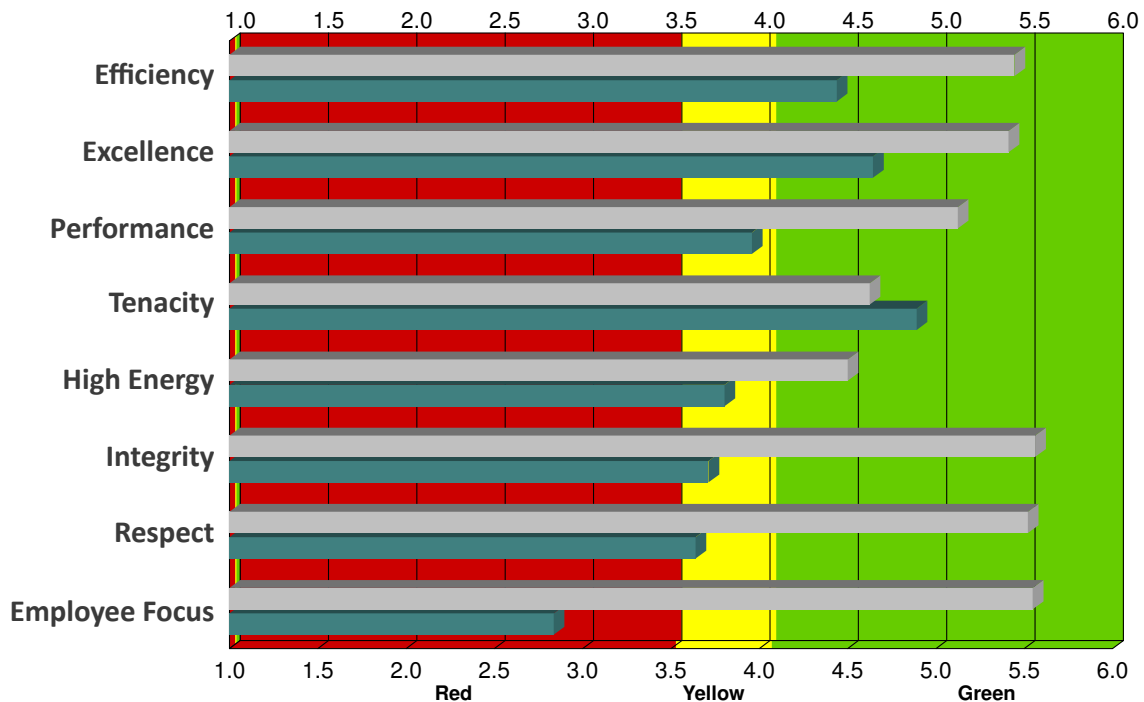
Organizational Aggregate
by Location

Organizational Aggregate by Location			Relational Behaviors																				Operational 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
Overall	173	4.6	3.9	3.4	4.2	3.7	4.0	3.5	3.6	3.6	4.6	4.6	4.2	4.4	3.9	4.5	4.5	4.9	3.8	3.9	4.4	4.3	4.7	4.2	3.6	3.7	4.4	3.5	3.4	4.1
Dallas	90	4.7	3.7	3.3	4.1	3.5	3.8	3.4	3.5	3.4	4.5	4.3	4.1	4.2	3.8	4.4	4.6	4.8	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	12	4.5	4.7	3.7	4.4	4.0	4.1	3.8	4.0	3.5	4.8	4.8	4.7	4.6	4.1	4.7	4.4	4.9	4.3	4.7	3.5	4.6	4.7	4.3	3.7	3.9	3.9	3.7	3.6	4.3
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

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"Immune System"
Organizational Values Gap

DESIRED Organizational Values
CURRENT Organizational Values



powered by



PERFORMANCE
DASHBOARD
THE MEASURE OF SUCCESS FOR LEADERS