Organizational Health Check

The Organization Assessment is an on-line portal where participants respond to questions which illustrates the Strategy, Design and Culture alignment as-well-as the Management and Employee alignment this assessment answers question like: *Is the Organization Designed to achieve the Strategy?*

THE THREE DIMENSIONS

1. Groups

Organization layers that will participate in the assessment

1. Chief Executive Officer
2. Senior Leadership Team
3. Line Mangers
4. General Workers
5. Customers
6. Board of Directors

Customized groups can be also be created.

2. Categories

Performance areas that are assessed

a. CEO and Management – 117 Questions under 3 Core Drivers and 35 categories

Organization Strategy
1. Mission
2. Vision
3. Strategic Advantage
4. Customer Profile
5. Market & Competitive Analysis
6. Finance
7. Research & Development
8. Production
9. Marketing
10. Sales Effectiveness
11. Customer Service
12. Planning
13. Resource Alignment
14. Execution

Organization Design
1. Stucture Alignme
2. Leveraging Core Competence
3. Organization Communication
4. Shared Knowledge
5. Required Technology
6. Policies & Procedures
7. Roles & Responsibilities
8. Outsourching & Partners

Organization Culture
1. Values Credibility
2. Management Modeling
3. Empowerment
4. Building Teams
5. Recruitment
6. Orientation
7. Training & Development
8. Performance Management
9. Reward System
10. Informal Communication
11. Employee Feedback
12. Ability to Change

b. SmallBusiness - 59 Questions under 2 Core Drivers and 19 categories

Organization Strategy
1. Mission Competitive Advantage
2. Customer Profile
3. Market & Competitive Analysis
4. Finance
5. Research & Development
6. Production
7. Marketing
8. Sales Effectiveness
9. Customer Service
10. Planning & Execution
11. Required Technology

Organization Culture
1. Values Credibility
2. Management Modeling
3. Empowerment & Coaching
4. Training & Development
5. Performance Management
6. Reward Systems
7. Organization Communication
8. Ability to Change

3. Performance

Participants rate their response on a six point Likert scale ranging between Strongly Agree to Strongly Disagree, responses to questions under each category are ranked by importance – showing the Impact of the category on the organization and its performance score as perceived by the participants.

3D Assessments – Key Elements

The Report Card

This Section provides the organization's overall Strategic Performance Index (SPI), it lists the organization's current Capabilities and Constraints. This area of the report also provides mean scores and the perceived priorities for each of the elements under the 3 core Drivers Strategy. Design and Couture

Matrix Analysis

A scattergram that plots each category in a quadrant format that illustrate both the performance of the category and degree of impact it is perceived to have on the organization.

Frequency Details

Provides mean scores and the percentage of "Agree", "Disagree", and "Don't know/ Not Applicable" responses for each element. This section also provides a frequency distribution for responses to each statement.

THE REPORT CARD

Strategic Performance Index

Your Strategic Performance Index:

3D Benchmark SPI Comparisons

CEO	75
Management	83.83
Employees	67
Customers	50.67
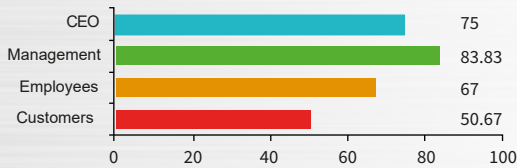
This report was produced with input from:

- CEO
- Management
- Employees
- Customers

CAPABILITIES AND CONSTRAINTS MATRIX

Capabilities

Organization Strategy

Vision	83
Customer Profile	67
Customer Service	70
Planning	72
Resource Alignment	67

Organization Design

Shared Knowledge	92
Required Technology	92

Organization Culture

Performance Management	83
Training & Development	87

Constraints

Organization Strategy

Mission	33
Marketing	40

Organization Design

Structure Alignment	83
Leveraging Core Competence	83

Organization Culture

Management Modeling	72
Velues Credibility	70
Ability to Change	78
Recruitment	79
Building Teams	75

AREAS OF FOCUS - STRATEGY
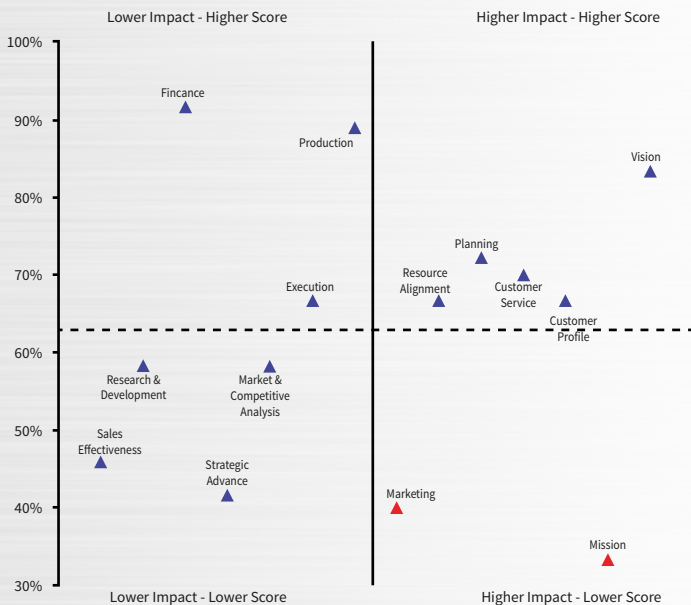
PERFORMANCE COMPARISON - STRATEGY