

Fast  
Assessment and  
Action for  
Strategic  
Transformation

# Results & Key Findings

*Sample Organizational Assessment*



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# Results and Key Findings Report Overview

## Objectives

1. Identify the “Key Drivers” of your company.
2. Initiate high-level gap analysis of critical issues impeding your success.
3. Elevate level of agreement on critical performance issues.
4. Select gaps to narrow or close.
5. Establish goals and time lines.
6. Align the necessary resources to ensure goal achievement.
7. Set milestones and follow up criteria.

### Highlighted Elements Represent Areas Covered in the Organization Assessment

Organization Dynamic Model - Corporate Edition					
1.0 Organization Strategy		2.0 Organization Design		3.0 Organization Culture	
1.1 <b>Mission, Vision, &amp; Competitive Advantage</b>	1.1.1 Focused Purpose	2.1 <b>Basic Structure</b>	2.1.1 Structure Criteria	3.1 <b>Values &amp; Beliefs</b>	3.1.1 Values Integration
	1.1.2 Future Perspective		2.1.2 Structure Evolution		3.1.2 Values Credibility
	1.1.3 Strategic Advantage				
1.2 <b>External Assessment</b>	1.2.1 Customer Profile	2.2 <b>Core Competence</b>	2.2.1 Identifying Core Competence	3.2 <b>Leadership</b>	3.2.1 Management Modeling
	1.2.2 Industry & Competitive Analysis		2.2.2 Leveraging Core Competence		3.2.2 Strategic/Tactical Balance
	1.2.3 Environmental Assessment				3.2.3 Empowerment
1.3 <b>Internal Assessment</b>	1.3.1 Finance	2.3 <b>Information, Systems, &amp; Technology</b>	2.3.1 Organization Communication	3.3 <b>Human Resource Systems</b>	3.3.1 Selective Recruitment
	1.3.2 Research & Development		2.3.2 Targeted Information		3.3.2 Employee Orientation
	1.3.3 Production		2.3.3 Enterprising Systems		3.3.3 Continuous Learning
	1.3.4 Marketing		2.3.4 Applied Technology		3.3.4 Performance Management
	1.3.5 Sales/Distribution				3.3.5 Reward Systems
	1.3.6 Customer Service				
1.4 <b>Objectives, Initiatives, &amp; Goals</b>	1.4.1 Vital Direction	2.4 <b>Organization Efficiency</b>	2.4.1 Balanced Oversight & Direction	3.4 <b>Organization Character</b>	3.4.1 Informal Communication
	1.4.2 Resource Alignment		2.4.2 Synthesized Roles & Responsibilities		3.4.2 Organization Feedback
	1.4.3 Organization Accountabilities		2.4.3 Managed Outsource & Strategic Alliances		3.4.3 Adaptability to Change

## Methodology

The assessment employs a six-point interval scale to evaluate your company's performance measured against 73 best-practice statements. Each statement requires a response ranging from "Strongly Disagree" to "Strongly Agree", or the participant may choose a "Don't Know/Not Applicable" response. Responses from all participants are aggregated resulting in performance mean scores.

Additionally, the assessment takes the participants through a critical thinking process that prioritizes the "Key Drivers" of their company within their industry.

The Results & Key Findings report is designed to reflect:

1. **Priorities:** The areas you and your team view to be the "Key Drivers" of your business.
2. **Performance:** How you and your team currently view your company's performance in the areas of Strategy, Design, and Culture.
3. **Consensus:** Your team's degree of agreement or disagreement within each analyzed component.
4. **Focus:** The areas you and your team view to be both "High-Impact" and "Low-Performance".

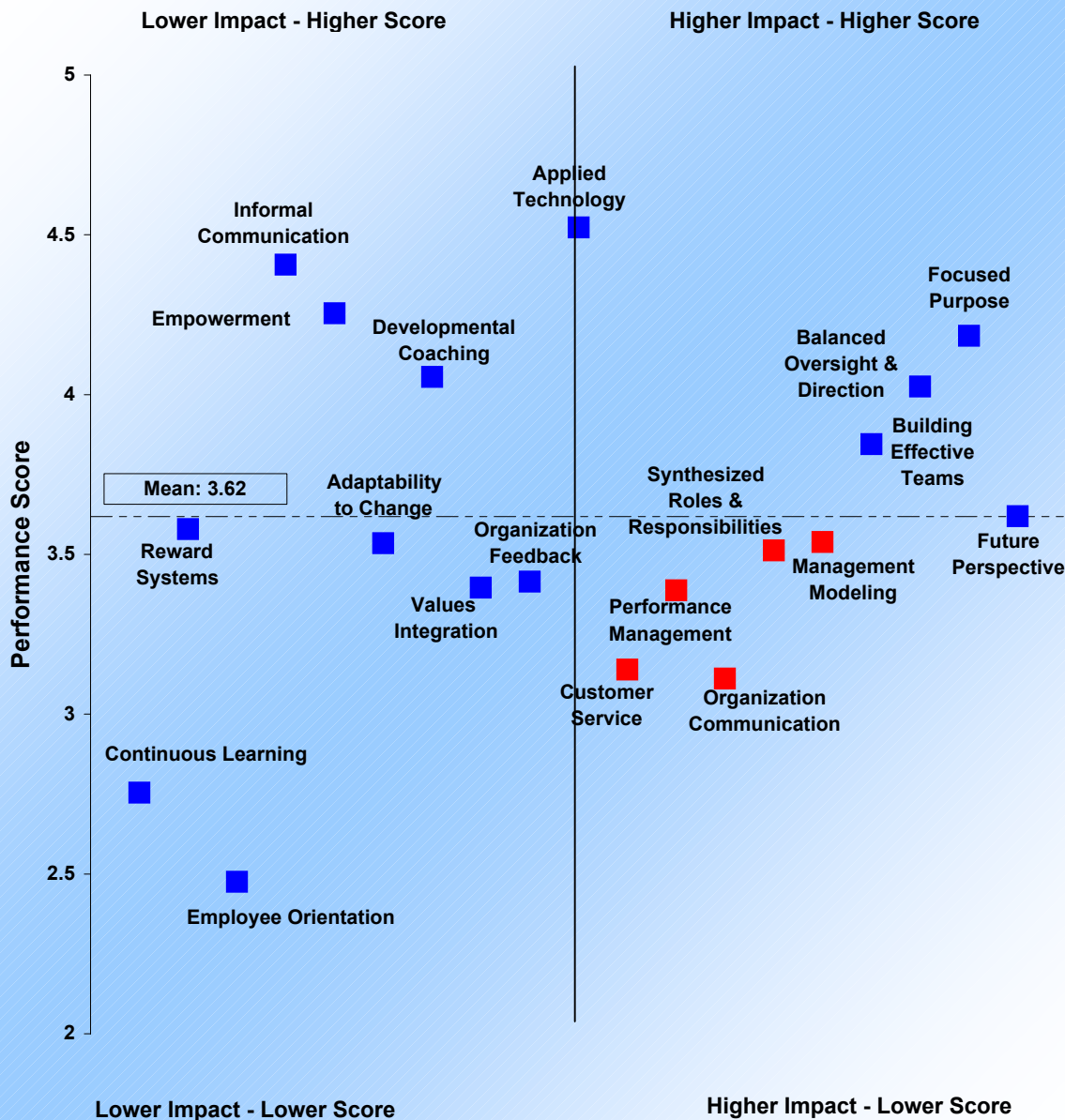
## Utilization

1. Review the Degree of Impact Summary in order to:
  - Establish a broad understanding of how you prioritized the "Key Drivers" among your Strategy, Design, and Culture.
  - Identify how you rated their performance.
2. Review the detail report pages to validate and gain further understanding of the performance scores.
3. Validate and compare your observations with those of your executive management team.
4. Select your top three to five issues, define solutions, and craft an action plan to improve performance.
5. Six to twelve months' later re-take the assessment and benchmark against previous results.

# EXECUTIVE SUMMARY

## Degree of Impact

This report plots the Principal Elements of the Organization. The vertical axis represents the performance mean score and the horizontal axis represents the order of priority, with the highest priority to the right. The Priorities table reflects the Principal Elements in order of weighted priority, as determined by the group, and indicates the performance mean score.

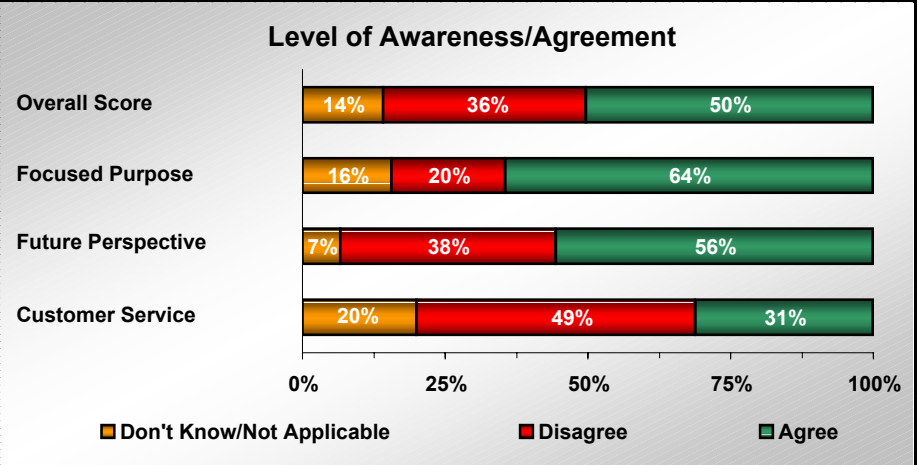
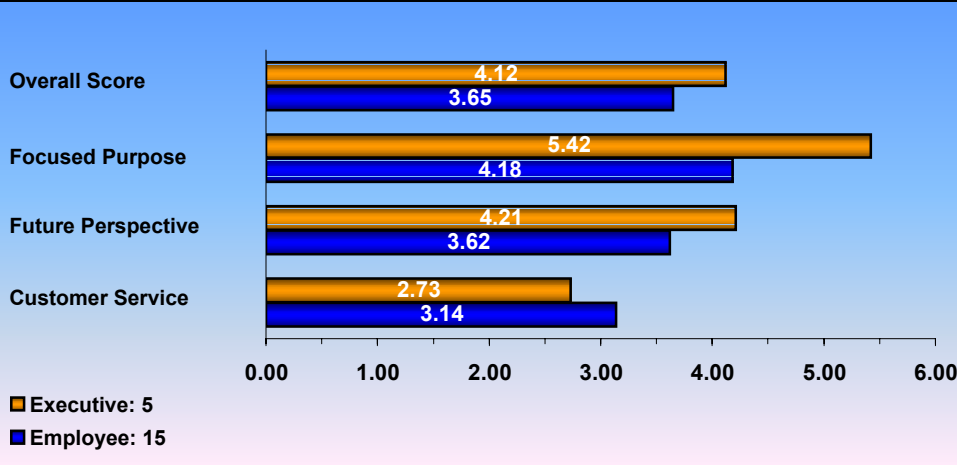


#	Priorities	Impact	Perf.
1	Future Perspective	76.84%	3.62
2	Focused Purpose	73.33%	4.18
3	Balanced Oversight & Direction	65.96%	4.03
4	Building Effective Teams	61.40%	3.84
5	Management Modeling	60.70%	3.54
6	Synthesized Roles & Responsibilities	60.00%	3.51
7	Organization Communication	60.00%	3.11
8	Performance Management	57.89%	3.39
9	Customer Service	57.54%	3.14
10	Applied Technology	51.93%	4.52
11	Organization Feedback	51.23%	3.41
12	Values Integration	48.77%	3.40
13	Developmental Coaching	47.72%	4.05
14	Adaptability to Change	43.51%	3.54
15	Empowerment	42.81%	4.25
16	Informal Communication	36.84%	4.41
17	Employee Orientation	35.79%	2.48
18	Reward Systems	34.74%	3.58
19	Continuous Learning	32.98%	2.75

# Organization Strategy

## Executive Team and Organization Comparison

This section of the report compares senior management's perceptions with those of the general workforce for Mission, Vision, & Competitive Advantage and Internal Assessment.



## Mission, Vision, & Competitive Advantage

Focused Purpose		FREQUENCY OF RESPONSE							Positive Scores	Executive Mean Score: 5.42	
		DK	1	2	3	4	5	6		Employee Mean Score: 4.18	
Our mission statement clearly articulates our purpose.	Executive	20%	0%	0%	0%	20%	20%	40%	60%	<b>DK = Don't Know/Not Applicable</b> <b>1 = Strongly Disagree</b> <b>2 = Disagree</b> <b>3 = Somewhat Disagree</b> <b>4 = Somewhat Agree</b> <b>5 = Agree</b> <b>6 = Strongly Agree</b>	
	Employee	20%	7%	0%	0%	20%	47%	7%			53%
Our mission statement is realistic.	Executive	20%	0%	0%	0%	20%	0%	60%	60%		
	Employee	13%	13%	0%	13%	0%	47%	13%	60%		
Our mission statement clearly differentiates our company from our competition.	Executive	20%	0%	0%	0%	20%	0%	60%	60%		
	Employee	13%	13%	0%	13%	27%	27%	7%	33%		
Future Perspective		FREQUENCY OF RESPONSE							Positive Scores	Executive Mean Score: 4.21	
		DK	1	2	3	4	5	6		Employee Mean Score: 3.62	
Our vision statement clearly describes our future state.	Executive	20%	0%	0%	0%	20%	0%	60%	60%		
	Employee	13%	20%	7%	0%	13%	20%	27%		47%	
Our vision provides a foundation for our decision-making.	Executive	0%	0%	20%	20%	0%	0%	60%	60%		
	Employee	7%	20%	0%	7%	27%	20%	20%	40%		
Our managers consider the long-term implications of their decisions and actions, not just the short-term gains.	Executive	0%	40%	0%	40%	0%	0%	20%	20%		
	Employee	0%	20%	13%	27%	27%	13%	0%	13%		