



Enhancing Organizational Effectiveness

New strategies require alignment of leadership, structure, and systems to support performance objectives. If the critical aspects of organizational systems are misaligned, then the potential for inefficiency and confusion increases, which puts successful execution at risk. Further, when organizational effectiveness is lacking, the behaviors needed to ultimately drive success are less likely to be supported.

We help you quickly understand where your organization is today and how it needs to evolve in the future. We then build a strategy to better align your organizational initiatives, leadership, and business objectives. With us, you will reduce the costs, time, confusion, and risk associated with strategy execution.

If Culture Represents the Personality of the Organization, Climate is the Organization's Mood.

What Makes Our Approach Better?

As a Certified Caliper Partner, we are backed by a leading global organization with the highest standards in the assessment industry.

Unlike competitors that offer organizational development services as needed, we offer a systematic assessment of your entire organization to ensure alignment and balanced contribution of leadership, systems, and structure in order to achieve performance objectives. We offer a proven solution that analyzes the individual and the organization in a fully integrated manner.



Our Approach: Enhancing Organizational Effectiveness for Better Execution

A. Deploy Organizational Climate Diagnostics

- Determine the current organizational alignment and balance and uncover the gaps relative to the change necessary for strategy execution.
- Identify what has already been done to get to this point and build on established efforts instead of reinventing the wheel.

B. Collect Organizational Climate Survey Data

- Assess the organizational and/or department climate and then determine gaps between the current state and the desired future climate.

C. Analyze Employee Engagement, Attitudes, and Perceptions

- Measure employee attitudes and perceptions to provide an understanding of the organization, gain insights into performance and behaviors, and develop action that leads to strategic achievement.

Numerous studies have found positive relationships between positive organizational climates and various measures of organizational success, most notably for metrics such as sales, staff retention, productivity, customer satisfaction, and profitability.

Expected Benefits: Better Execution of Strategy and Growth of Shareholder Value

Chief Executive Officer

As a CEO, you are responsible for building shareholder value. You have sold your board on your vision and plan, and they are holding you accountable for executing your strategy. More than ever, you need your organization to be aligned with the strategy you intend to execute. We can help you quickly gain an objective view of the overall system, which is your organization, and develop a plan to align the company with your vision and plan.

Human Resource Leader

As a VP of HR, your CEO is counting on you to foster an organizational climate that allows the company to thrive and reach its performance objectives through optimal effectiveness. While part of this is about aligning the talent necessary to execute organizational strategy, another part is aligning leadership, organizational structure, and support systems as well. Your ability to get a seat at the table depends on you bringing new ideas and solutions that achieve these organizational objectives in an efficient and effective way. We help you quickly understand where your company is today and how it needs to evolve in the future.

Talent Development Leader

As a Director of Talent Development, you are responsible for developing and supporting talent in a timely manner for high-profile roles that are critical to executing your CEO's strategy. You are under pressure to offer relevant programs for individuals with diverse and unique needs. We can help you quickly assess engagement and the climate of a department, define the competencies that matter most in important roles, assess individuals to identify gaps, and create and deliver individualized development programs to close those gaps.

For more information, please contact