

ORGANIZATIONAL EFFECTIVENESS SURVEY™ (OES)™

THE RIGHT PEOPLE DOING THE RIGHT THINGS!



The ORGANIZATIONAL EFFECTIVENESS SURVEY™ (OES)™

A powerful but cost effective corporate diagnostic process that pinpoints critical intervention strategies and adds science to a leaders intuition and organizational development efforts.

The OES™

- Helps leaders in growing organizations stay connected with the “rank-and-file”
- Provides outlet for employees to provide constructive feedback
- Maximizes resources by focusing intervention strategies
- Helps build communication, employee retention, teamwork and engagement
- Helps increase alignment around mission critical indices
- Clearly identifies organizational strengths and weaknesses
- Helps organizations to identify trends and be proactive

The OES™ report can be broken down by customizable employee groupings and provides feedback on employee alignment, engagement, commitment to the company and the career, perceptions of corporate governance, ethics and other indices proven critical to the development of a high performance culture.

SELFMANAGEMENT 
GROUP
SELECT | DEVELOP | RETAIN | TOP PERFORMERS

The OES™ allows management to identify and focus on key corporate strengths and growth opportunities in six broad categories:

OVERALL ALIGNMENT/EFFECTIVENESS INDEX

Shows the degree of overall employee alignment within the organization.

RETENTION/ENGAGEMENT INDEX

Reflects the ability of the organization to retain and develop valuable human resources and overall employee alignment.

QUALITY INDEX

Indicates the perception of employees toward the quality standards of the organization in terms of people, product and process.

CORPORATE CULTURE

Assesses the working environment and the values and ethics that form the overall culture of an organization.

LEADERSHIP/MANAGEMENT ASSESSMENT

Indicates employee attitudes towards the leadership and management as well as the organization's approach to performance management.

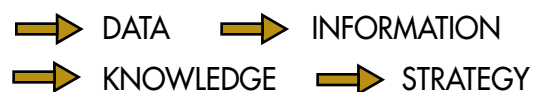
ATTITUDES TOWARD OES™

Assesses attitudes towards the survey and whether or not the employees feel that the information will be utilized by the organization and the value the organization places on employee input.

The generic ORGANIZATIONAL EFFECTIVENESS SURVEY™ (OES™) gathers data on 18 key factors which include:

- Values
- Ethics
- Organizational Culture
- Stability of Organization
- Leadership
- Quality of Customer Service
- Accessibility of Customer Service
- Product Quality
- Working Environment
- Quality of Management
- Quality of Labour Force
- Premises and Facilities
- Performance Management
- Career Opportunities
- Training and Development
- Compensation/Earning Potential
- Employee Self Worth
- Information Technology

From these factors the OES™ provides data driven organizational knowledge which becomes the source of strategic change and helps leaders to be more proactive when necessary.



The ORGANIZATIONAL EFFECTIVENESS SURVEY™ (OES™) is so easy to use and so inexpensive that it eliminates the need for costly surveys and polls and provides the diagnostics to make sure that your organization has the Right People doing the Right Things!

