



The **OESPRO™** is designed to help executives and leaders of any organization pinpoint critical intervention strategies, help focus leverage corporate strengths and identify growth opportunities. The **OESPRO™** is a powerful, cost effective corporate diagnostic that pinpoints critical intervention strategies and combines science to a leaders intuition and organizational development efforts.

## OESPRO™

- Identifies strategic needs of an organization
- Provides an opportunity for employees to provide constructive feedback
- Helps build effective communication channels
- Helps increase teamwork and engagement
- Clearly identifies organizational strengths and weaknesses
- Diversity & Inclusion

The **OESPRO™** report provides feedback on employee alignment, engagement, commitment to the company, commitment to their career, perceptions of corporate values, ethics and management strengths that have proven critical to the development of a high performance culture.

The **OESPRO™** 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 towards the quality standards of the organization in terms of people, product and process.

## CORPORATE CULTURE

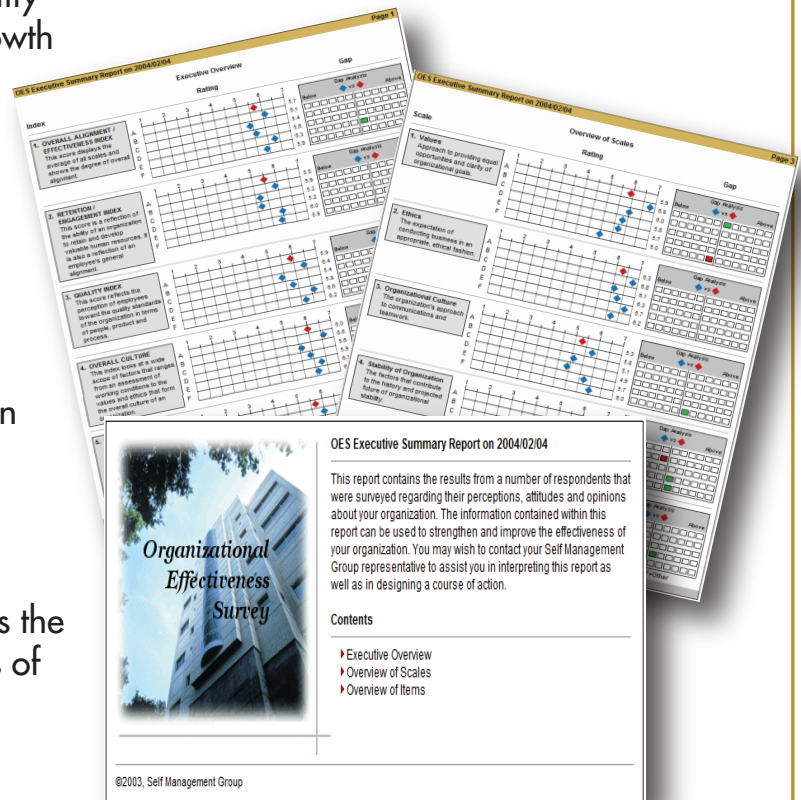
Assesses the working environment, values and ethics that form the overall culture of an organization.

## LEADERSHIP/MANAGEMENT ASSESSMENT

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

## ATTITUDES TOWARD OESPRO™

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



## SELF MANAGEMENT GROUP

The **Self Management Group** is a world leader in screening, selecting, developing, and retaining top performers. For over 30 years, the **Self Management Group** has helped leading companies with integrated talent management solutions to develop high performance, self managed cultures.

For more information about the **OESPRO™** and the **Self Management Group's** other profiling and training systems please visit [www.selfmgmt.com](http://www.selfmgmt.com) or call 416.746.0444.

**SELFMANAGEMENT**  
GROUP

SELECT | DEVELOP | RETAIN | TOP PERFORMERS

155 Rexdale Boulevard, Suite 304 Toronto Ontario M9W 5Z8 T.416.746.0444 F.416.746.6484 [www.selfmgmt.com](http://www.selfmgmt.com)