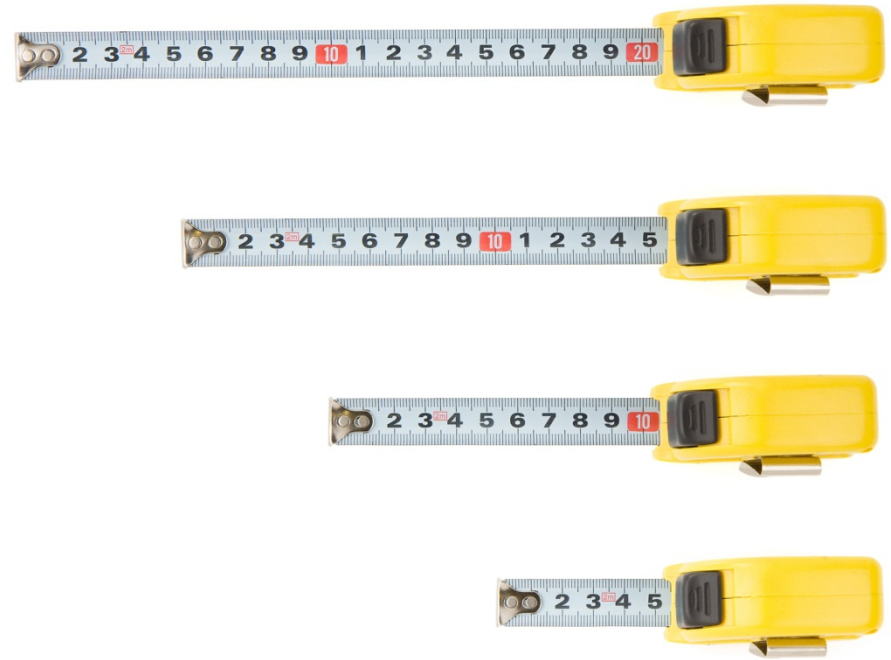


*What do your employees say
are the biggest improvement
opportunities?*

How do these opportunities vary by...

- Organization?*
- Function?*
- Management level?*
- Business line?*
- Product line?*
- Geography?*
- Other?*



What if you could measure the company's alignment on opportunities objectively?

We can help you understand where the company sees opportunities...

Strategy/Leadership

Management & Direction
Financial/Asset Management
Goals & Objectives
Strategy/Vision

People/Management

Relationships
Organization
People/Talent/Community
Culture/Core Values
Environment
Communication

Systems/Processes

Measures
Data/Information
Systems/Tools/Technology
Work Processes

*14 business elements
In 3 broad categories*

Rapid Assessment Framework

Each of 14 business elements break down into topic areas. Participants select the elements they feel are important and then rate related topic areas against statements of observable behavior, ranging from “best practice” to “no practice”

Management & Direction

business element

- Vision
- Prioritization
- Decisions
- Responsiveness
- Mobilization
- Work interface
- Industry/Functional expertise
- Day-to-day management

related topic areas

Example “Best Practice” observable statement for Vision:
“Our leadership consistently describes the future with “one voice.” Decisions are linked to the long-term vision and integrate supporting, purposeful actions throughout the enterprise.”

... Quickly and with precision

It is as easy as...

1

Traditional one-on-ones with your leadership

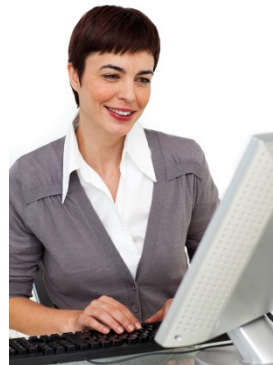


Rapid Opportunity Assessment

- ✓ Develop initial hypothesis/objectives
- ✓ Qualitatively check leadership alignment
- ✓ Confirm organization & topic scope

2

Participants online survey identifies opportunity



Observable Behaviors

Example

Management & Direction
 1.1.1 Leadership - Vision
 Predict the left side (red) based on the statement which best expresses your opinion about the current state of the organization. Then the current state changes, select a behavior description of where the organization could be in the next 12 months.

Today 12 mos

- Our leadership consistently describes the future with "one voice." Decisions are linked to the long term vision and integrate supporting, proportional actions throughout the enterprise.
- Our vision clearly describes the organization's purpose and provides a relevant basis for all strategic planning process.
- Our vision is not widely known throughout the organization. Some managers refer to the vision during planning efforts, with others reacting to the marketplace and competitive pressures.
- The vision exists on paper only, or may be known to a select group; there is limited integration into the work we do. Short-term needs primarily influence our actions.

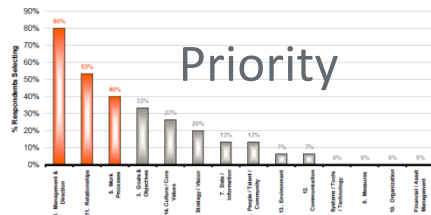
Backstage

You can go back to check or change previous entries.

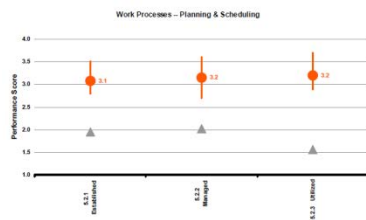
Nextstage

Continue to the next issue area.

- 1 Quickly read each statement of observable behaviors.
- 2 Select which behaviors most accurately describe today, you may select between statements.
- 3 Select which behaviors could be achieved with a reasonable effort to improve.
- 4 Continue to the next issue area.



Opportunity Gap



OBSERVATIONS

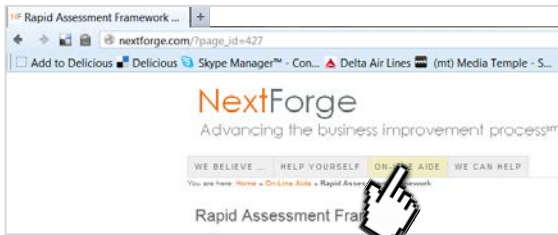
- Significant gains are seen as possible across all scoring dimensions.
- Participants set realistic expectations about improvement in the next 12 months as evidenced by the narrow range of conservative to-be scores.

3

Summarize, review, and decide next steps with leadership

...3 Steps - 3 Weeks

See for yourself...



validated by first conducting the assessment with a smaller sample size. Anonymity is assured, but all responses are tagged with identifiers.

[Sample reporting output](#)

Try a sample question (free)

[View the full version \(password required\)](#)



Password: _____

About NextForge

We help you forge current, best and next practices to achieve better business results



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