

## **Deep Dive: Organization and Leadership Alignment Diagnostic**

### *What?*

We provide a rapid, web enabled diagnostic that identifies an organization's top capability gaps and determines whether the management team has the leadership competencies necessary to close those gaps. It is the right choice when you need a:

- Clear picture of organization strengths and weaknesses
- Sharply focused action plan to close performance gaps
- Objective assessment of executive competencies
- Deployment of the right leadership talent to achieve performance priorities

### *How?*

Our team can complete an Organization and Leadership Alignment Diagnostic with a senior management team in as little as two weeks. Our process involves three successive steps:

1. Participating executives complete a 30-minute on-line assessment of organization performance in four key capability areas
2. Our team completes a two-hour interview with each key executive focused on clarifying organization performance gaps and gauging leadership competencies
3. A one-day meeting is conducted with the senior management team to review the diagnostic information and develop an action plan to close top priority organization performance gaps. Individual executives are also provided feedback on their competency strengths.

We also advise and assist senior management to rapidly close organization performance and leadership talent gaps that are critical to the achievement of superior business results. Our implementation expertise includes:

- Improving and aligning Board and senior management governance processes
- Integrating performance solutions across the total organization
- Creating a strategic culture that enables competitive advantage
- Capturing and leveraging the company's best practices and knowledge capital
- Building effective collaboration across teams and organization units
- Establishing a talent management system aligned to the business strategy
- Coaching individual executives toward higher levels of performance and competency

### *Why?*

Our clients have realized many critical benefits from the Organization and Leadership Alignment Diagnostic, including increasing their ability to achieve operating plans, improving their strategic planning processes, assigning the right leadership talent to the most critical performance priorities, and establishing a solid foundation for organizational change initiatives.