

Organizational Diagnostics: Six Groundbreaking Technologies



Our goal is to help your organization achieve lasting, measurable improvements in performance, teamwork and leadership effectiveness. We are proud to be strategic partners of Bartell & Bartell, a world leader in organizational diagnostic technologies. To learn more about us, please visit us online at www.daw-consultingsolutions.com. To request a free initial consultation, call us at (269) 353-1898. All inquiries are confidential.

Your organization's success is too important to leave to guesswork or "hunches." The root causes of many organizational issues often aren't always visible on the surface. And even if the causes are visible, the internal dynamics causing them may not be. To make real progress, you need objective data.

That's why we offer you direct access to six powerful sets of diagnostic technologies. Each one is carefully designed to measure a specific area, such as leadership effectiveness, team effectiveness, group dynamics, work climate and organizational performance. Here is a brief summary of those six technologies:



■ **AMP™ – Attachment Motivation Performance :** *An "Early Warning System" for Protecting Your Investment in People* – Based on more than 30 years of research, AMP™ is a cloud-based system that measures each individual's Attachment, Motivation and Performance. It measures an individual's "stress condition" in 12 key areas, including work-life balance, role shift, team support, connectedness, work load and resource availability. Using this information, you can respond quickly and effectively at the earliest sign of a problem arising so you can assist and retain key employees.



■ **ODDIS® – Organizational Diagnostic and Development Intervention System:** *Benchmarking Organizational, Departmental and Team Health* – ODDIS® is a diagnostic program that measures more than 100 organizational indicators and 30 behavior areas. Examples include: Identifying needed changes to organizational structure, rewards and initiatives; determining specific needs for more training or leadership skills; pinpointing key problem areas and organization syndromes; and aligning work groups with a specific leader's skills. Participants complete an online interview to measure leadership, teamwork and organizational vital signs. This data is returned to us for scoring, analysis and reporting.



■ **ODDIS® 360° – Advanced Diagnostics for Leaders and Managers:** *A Comprehensive Way to Gather and Analyze Feedback* – ODDIS® 360° is a highly effective tool for measuring the effectiveness of your leaders and managers – all within the unique culture of your organization. In contrast to traditional "performance reviews," ODDIS® 360° provides a far more comprehensive and objective way to identify a leader's strengths, weaknesses and development priorities. It can also be used as a valuable tool for training, succession planning, career planning and promotions.

6 DIAGNOSTICS TECHNOLOGIES (continued from other side)



■ **Excellerator™ – Measuring Organizational Cultures and Subcultures:** *An Efficient and Cost-Effective Solution* – This innovative diagnostic technology can help you create an organizational climate and culture that cultivates success and boosts business performance. It measures 30 specific dimensions to help you determine what areas of your organization need immediate intervention, further assessment or development, and where to invest for maximum return.

■ **Radiant Leadership™ 360° – Evaluating Front-Line Leaders:** *A New Way to Set Personal Development Goals for Leaders and Managers* – This technology is designed to help key contributors in mission-critical areas of your organization. It measures individual performance on 17 core competencies, and then monitors progress over time. Radiant Leadership™ 360° also provides specific guidance for personal development work based on the data collected. (A peer version is also available to gather input from co-workers with similar levels of authority or responsibility.)

■ **Boundary Intensity™ – Communication Diagnostics:** *Identifying and Breaking Down the Invisible Barriers to Effective Communication:* – This new tool measures nine aspects of organizational “silos,” the persistent barriers that prevent information flow and collaboration. Designed for ease of use, Boundary Intensity™ provides a confidential way for you to identify problems and then take positive steps to rebuild strong working relationships among work groups, teams and departments.



The diagnostic technologies described above can be bundled with customized consulting and coaching services to meet your organization’s specific needs. Dr. Wahlstrom has more than 20 years of experience delivering results-based solutions for lasting improvement. Clients find that our diagnostic tools are highly efficient, cost effective and easy to use. *Value promised...value delivered.*

To learn more about how these diagnostic technologies can help your organization, or to request a free initial consultation, call us at (269) 353-1898. Or send your e-mail inquiry to: info@daw-consultingsolutions.com.

Each diagnostic technology generates custom reports to help guide positive change. Here are two examples:

