

Our Organisational Assessment & Analysis (OAA) is a systematic process for obtaining valid information about the performance of an organisation and the factors that affect competitiveness, differentiation and disruption.

This is to better understand where they are, where they want to be, how they improve their ability to create value (in areas where they are unique), cut cost in non-core areas and drive performance.

This is typically performed on an annual basis.

The Organisational Analysis & Assessment



ANALYSE

16 Building Blocks



ASSESS

Improvement Areas



IMPROVE

Changes Needed

The need for an Analysis & Assessment

Our Analysis & Assessments are based on proven methods grounded on industry expertise, academic research, enterprise and industry standards.

Emerging trends and disruptive forces are Influencing all sectors and therefore impact on the business, operating and service models.

Organisational culture, leadership style, and talent programs amongst other areas are also impacted.

The Relevance

Over the past fourteen years, our Outperformer study has surveyed and interviewed over 1,900 C level executives across 63 countries and 17 industries. This is supported by our 56 industry user groups and continuous research of industry patterns through the Global University Alliance, a consortium of over 450 professors, researchers and academics from around the globe. This makes our approach industry relevant and underpinned with the rigour of academia. Organisations often suffer from symptoms that warrant OAAs that can mitigate risks and support cycles of continuous improvement across all organisational areas. As well as common symptoms, there may be scenarios that also justify an OAA.

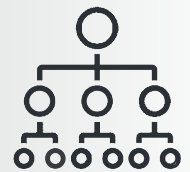
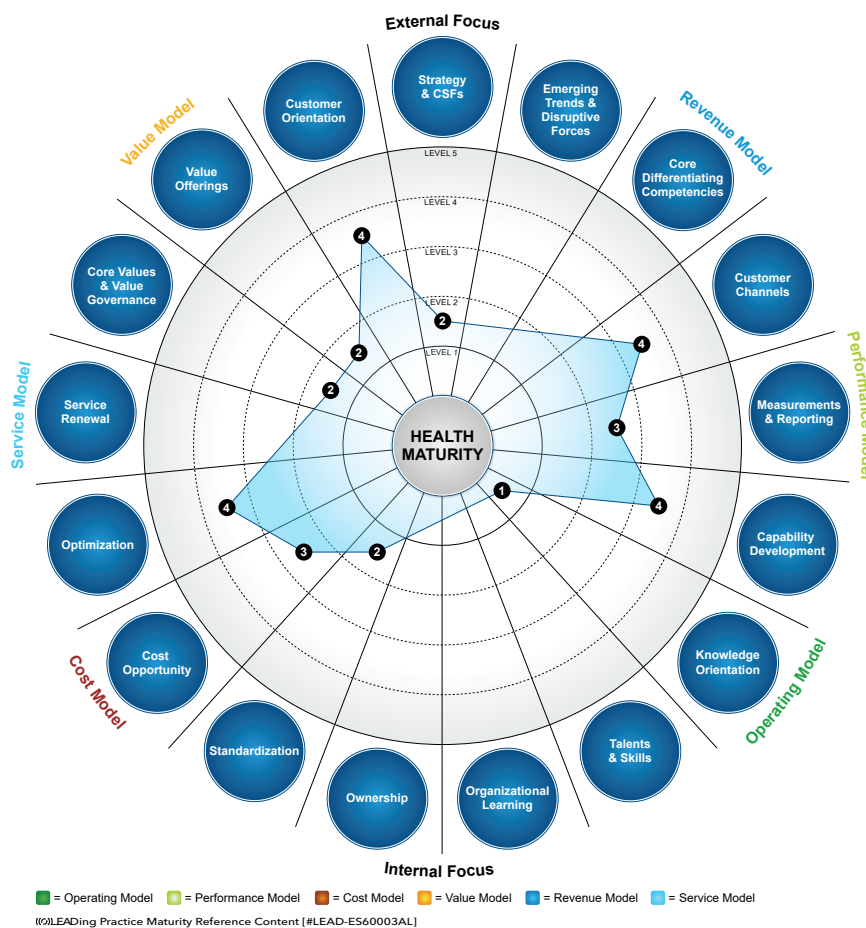
Such examples include:

- The management team, in connection to a strategy development process, want to ensure that the organisational capacity is taken into consideration and addressed in a structured way. An OAA assessment can ensure there is true integration across organisational areas. Preventing misalignment, duplication and therefore facilitating coherence and reusability across departments. This helps to drive performance and cut cost through increasing organisational efficiency.
- Through changing markets, your organisational competencies are not enabling you to compete at the same level. You need to realign your competencies with the new strategy you have developed. You need to identify, understand and develop your non-core, core competitive, core differentiating, and disruptive competencies.
- The acquirer, in Merger & Acquisition processes, want to have more information about the leadership capacity or the company culture in the acquired company before finalising the integration plan. OAA can ensure alignment by undertaking a proactive industry and market challenge focus.
- A holistic review for digital transformation across the organisation is needed.
- The board of directors want to have a neutral and unbiased assessment of the company before guiding strategy to the executive management.

The starting point for many OAAs are often the strategic objectives and the current business challenges. However, it could also be the need to disrupt, increase performance, innovate the business model or to cut cost.

The Method

The OAA method is unique and embeds various enterprise and industry standards that enhance our ability to effectively analyse and assess your organisation. Independent of any specific context, the OAA provides an efficient and effective profiling of the organizational characteristics. This is done through our Benchmark Maturity Assessment Model. Each component of the model has a clear assessment focus that enables us to effectively appraise and produce summaries that feed into the executive summary report. They also provide the foundation for us to embed the relevant industry and enterprise standards. Depending on the purpose of assessment, the focus of the analysis can be profiled as an as-is, to-be, or simply a benchmark and comparison to replace industry standards.



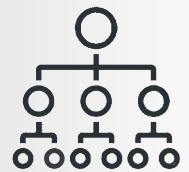
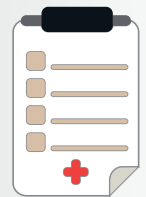
The Outcome

The OAA will provide you with an innovative and progressive view of understanding your current capabilities and the future potential of your organisation. You will receive a comprehensive executive evaluation report with recommended development initiatives.

This is underpinned with the relevant industry and enterprise standards providing insight to outperforming practices within your sector. In addition to the report, a 'feed-forward' consultation will be delivered to elaborate and discuss the recommendations in line with the strategic business objectives. This will also input into the development of your strategic roadmap.

Depending on the specific case, scope and purpose of the OAA, the executive report can include information on:

Standards Benchmark, Maturity & Accelerators	Roadmap	Leadership & Culture	External & Internal Awareness
Benchmark assessments against industry outperformers	Input to disruption strategic roadmap, including where and how to develop core competitive and core differentiating competencies	Profiling of the organisational culture	Linkage and correlation between business challenges and organisational parameters
Maturity assessment levels for each of the 16 focused assessment areas			Performance management systems
From Business Model Innovation to Operating Model Transformation		Leadership Aspects: Assessment of leadership capacity and the management team	Reporting of succession pipeline, people and talent development initiatives
Where you need to apply standardisation to cut cost			Linkage and correlation between business challenges and organisational parameters
Customer orientation from value model to service renewal			Analysis of working climate and organisational motivation



ORGANISATIONAL ANALYSIS & ASSESSMENT

LEADING PRACTICE
We set the Enterprise Standards!

Standards Benchmark, Maturity & Accelerators	Roadmap	Leadership & Culture	External & Internal Awareness
Standardisation opportunities (roles, functions, processes, services, etc.)			Partnering, joint ventures or Merger & Acquisition evaluations
Link between emerging trends/disruptive forces and your strategy			
A sustainable lifecycle approach towards Strategy Awareness, Alignment, Governance and Execution			
Mapping of communication, knowledge and information systems			

For a more in-depth discussion around our Organisational Analysis & Assessment service offering, please contact LEADing Practice at OAA@LEADingPractice.com.

