

# ORGANIZATIONAL ASSESSMENT

Measuring and improving organizational performance

Learn how HRO's OA Questionnaire can help consultants and organizations

## What is Organizational Assessment?

Organizational Assessment is a comprehensive and standardized "health check", scanning through the most important internal factors effecting the performance of an organization. HRO's online Organizational Assessment (OA) Questionnaire helps gathering quantitative and qualitative information efficiently, and also enables benchmarking between organizations.

The objectives of implementing the Organizational Assessment:

- ✓ Identifying strengths and improvement opportunities, upon which plans can be created;
- ✓ Giving directions to leadership development and organizational improvement projects;
- ✓ Monitoring the progress over time.

## What is being assessed?

The OA process gathers employee's perceptions and suggestions in the following critical areas:

**RESULTS:** sustainable competitive advantage and long-term success on the market

**SERVICE:** customer orientation internalized and deeply ingrained in daily activities

**PROCESSES:** levels of management efficiency, adaptability, innovation and knowledge management

**HUMAN FACTORS:** degree of fairness, job-satisfaction, empowerment, feedback, development opportunities; The impact of supervisory leadership and strategic leadership of top managers

**RESOURCES:** the objective conditions to do the job

## UNIQUE FEATURES:

- The questionnaire is the most detailed on the Human Factors, especially on the Leadership impact of Supervisors and Top Managers. This is to highlight the most effective leverage points for change, and to evaluate the results of leadership development efforts.
- HRO's OA system retains the full freedom of the Consultant user in customizing the process and in analyzing, interpreting and presenting the data.



Are you interested in what your employees have to say?  
Please contact us for further details.