

An effective, rapid, web-enabled organizational profile that...

- ◆ Focuses leaders on the people-side factors that drive performance.
- ◆ Highlights hot spots limiting your performance.
- ◆ Accelerates buy-in for change.

## Measure and Improve Organizational Climate

Where a typical “staff satisfaction” measure tells you something about contentment, OVS shows you the drivers of performance in an actionable, practical framework.

A statistically reliable research process to pinpoint areas assisting and interfering with growth and bottom-line success. The organizational climate (or culture) influences critical employee behaviors such as communication, problem-solving, and accountability – factors that affect customers, employees, quality and profitability.

“The OVS report stands out as one of the best pieces of consulting I’ve seen in 30 years as an executive – they identified the root causes of our issues in a way that built consensus and motivation for change.”

- George McCown, Managing Partner,  
McCown De Leeuw & Co., Inc.

### OVS HELPS YOU...

- Create a strategy that works with and through your people.
- Focus and build buy-in for change efforts.
- Quantify the people-side of the organization.
- Accurately assess the effectiveness of development initiatives.
- Prepare for and track restructuring or M&A.
- Identify needs and opportunities for training, communication, and development.

## Effective uses for OVS:

- Random sampling of staff can provide leaders with an overall climate profile.
- Sampling of units or departments can provide detailed information on what is affecting performance.
- OVS data can be used to evaluate the performance of managers and leaders.
- Pre/post surveys can measure training value.
- Improving and positive results can be used in recruitment campaigns and general marketing of the organization. e.g. "96% of our staff say they can trust the manager they work for. Can you say that about your manager?"
- Good news breeds more good news. Letting stakeholders know that the climate of the organization is strong and positive invites additional commitment, loyalty and recognition.
- It provides the mechanism and the response to the desire by staff to have input, to be heard and to be respected.
- Data that indicates that your organization has a vital and stable internal climate is good news for directors and investors.

"The assessment is insightful and useful as we plan our leadership strategies and our training programs"  
– Joe Dziobek, CEO,  
Fellowship Health Resources

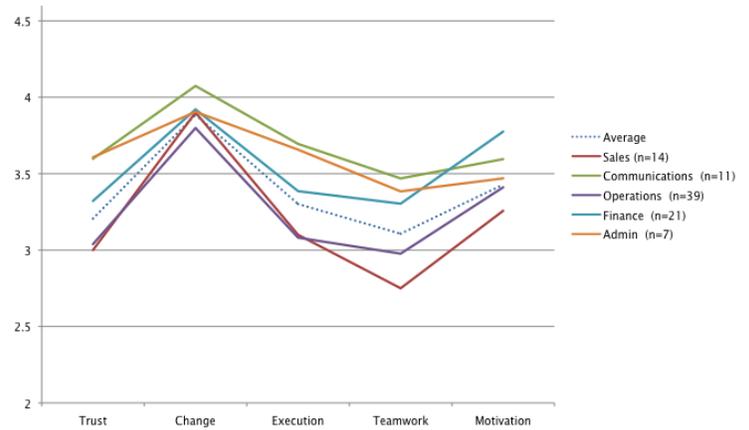
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Get a clear visual comparison of climate in departments, regions, divisions, or any other groups.

The OVS assessment provides a snapshot of the current organizational climate – an overview of the employees' relationships with the organization. The climate is the context in which employees work each day and the data shows it strongly influences how they do their jobs. Measuring the climate provides leaders with insight into improving organization performance. It can help focus and measure change and development efforts, and improve management practice.

The survey addresses the four factors that shape climate plus an overlay dimension of Trust:

- **Motivation** is the source of energy to overcome challenges, pursue a goal, or maintain commitment.
- **Change** is the readiness to innovate and adapt to succeed in a continuously evolving situation.
- **Teamwork** is collaborating to pursue a goal; it requires a sense of shared purpose and belonging.
- **Execution** is the ability to achieve strategic results by implementing effective tactics.
- **Trust** is a feeling of confidence, faith, and surety that engenders a willingness to risk and facilitates success in the other climate factors.



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