

ORGANIZATIONAL ALIGNMENT PROFILE (OAP)

THE RIGHT PEOPLE DOING THE RIGHT THINGS!



The Self Management Group Introduces the Organizational Alignment Profile (OAP)

After consulting with some of the top organizations in North America for over 25 years, the Self Management Group (SMG) is announcing a powerful but very cost effective tool which will help executives everywhere become attuned with how the people in their organizations are aligned with corporate goals and committed to them.

The Organizational Alignment Profile (OAP) has been designed in response to the often stated needs of HR professionals and senior executives who want to understand what the people in the organization are thinking. The OAP gets right to the heart of employee alignment with corporate objectives and employee engagement with their careers and their job responsibilities.

Because the OAP is a web-enabled survey, it is accessible to everyone in the organization with access to the Internet. The OAP allows management to find out what everyone is thinking and identify the key strengths of the organization. It also provides clear insight into the areas of the company where the employees are misaligned and disengaged. With the Organizational Alignment Profile, the strategic needs of any organization can be identified and addressed within a matter of days.

The OAP allows management to identify and focus on key corporate strengths and growth opportunities in six broad categories:

OVERALL ALIGNMENT / EFFECTIVENESS INDEX

Shows the degree of overall employee alignment within the organization.

RETENTION / ENGAGEMENT INDEX

Reflects the ability of the organization to retain and develop valuable human resources and overall employee alignment.

QUALITY INDEX

Indicates the perception of employees toward the quality standards of the organization in terms of people, product and processes.

CORPORATE CULTURE

Assesses the working environment and the values and ethics that form the overall culture of an organization.

LEADERSHIP / MANAGEMENT ASSESSMENT

Indicates employee attitudes towards the leadership and management as well as the organizations approach to performance management.

ATTITUDES TOWARD OAP

This factor assesses attitudes towards the survey and whether or not the employees feel that the information will be utilized by the organization and the value the organization places on the individual input.

The generic Organizational Alignment Profile gathers data on 18 key factors which include:

- *Values*
- *Ethics*
- *Organizational Culture*
- *Stability of Organization*
- *Leadership*
- *Quality of Customer Service*
- *Accessibility of Customer Service*
- *Product Quality*
- *Working Environment*
- *Quality of Management*
- *Quality of Labour Force*
- *Premises and Facilities*
- *Performance Management*
- *Career Opportunities*
- *Training and Development*
- *Compensation/Earning Potential*
- *Employee Self Worth*
- *Information Technology*

From these data the OAP is able to create information that is interpreted into organizational knowledge which becomes the source of strategic change if necessary.



The Organizational Alignment Profile is so easy to use and so inexpensive that it replaces costly surveys and polls and provides the diagnostics to make sure that your organization has the Right People doing the Right Things!