

SELFMANAGEMENT

GROUP

SELECT | DEVELOP | RETAIN | TOP PERFORMERS

INTRODUCING THE SMG ORGANIZATIONAL EFFECTIVENESS SURVEY (OES)

DATA, INFORMATION, KNOWLEDGE, STRATEGY

Toronto, Ont. - February 2004 – 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 to how the people in their organizations are aligned with corporate goals and committed to them.

The Organizational Effectiveness Survey (OES) 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 OES gets right to the heart of employee alignment with corporate objectives and employee engagement with their careers and their job responsibilities.

Because the OES is a web-enabled survey, it is accessible to everyone in the organization with access to the internet. The OES allows management to identify the key strengths of the organization. It also provides clear insight into areas of the company where the employees are misaligned or disengaged. With the organizational Effectiveness Survey, the strategic needs of any organization can be identified and addressed within a matter of days.

The OES 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 the employee towards quality standards of the organization in terms of people, product and process.



The Organizational Effectiveness Survey

is easy to use and so inexpensive that it replaces costly survey and polls and provides the diagnostics to make sure that your organization has *the Right People doing the Right Things!*

for immediate release

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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 OES

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

The generic Organizational Effectiveness Survey gathers data on 18 key factors which include:

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

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



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ABOUT THE SELF-MANAGEMENT GROUP

The Self-Management Group helps organizations attract, screen, select, develop, and retain self-managed, top performers. 25 years of research have helped us pinpoint the factors that lead to performance. SMG services are available around the world in 23 languages. For more information about this program and Self-Management Group products and services go to www.self-management.com or call 1-800-760-9066 Ex 223 and ask for Jay Kipps