



Getting your business off the ground requires:

More Lift -

Fully Engaged People

Effective Tools and Processes

Less Drag-

Misteps, Bottlenecks, Disconnects

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You Know Where You're Going, but...

How Strong Is Your Lift – What's Dragging You Down?

Here are some questions to jump-start your thinking...

In the hurried pace of today's business, it's natural to focus on the daily problems that can 'drag' you down. To be successful it's equally important to build the 'lift' you need to surpass and stay ahead of the competition. Your greatest 'lift' comes from creating an engaged and aligned workforce.

The right assessment and development tools will engage and align your people with your business strategy. These tools provide the powerful updrafts and critical lift necessary to substantially improve your business performance. Do you have the right processes and tools to leverage your organization's capabilities? When is the last time you paused to take stock of the key processes and resources that are the foundation for your success?

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We have prepared a sampling of questions to help you and your organization think through these issues in a systematic way. Give us a call for a no cost consultation. We'll show you how to **reduce the drag and increase the lift in your organization** to rise above your competition.

Organization and Operational Outcomes

1. Is your business actively pursuing a growth strategy for the future? Do you have the people and skills to execute your operational milestones and achieve your plans?
2. Leadership capabilities in most organizations must keep pace with constant change. What new capabilities will your leaders and employees need five years from now? Do you have strategies in place to ensure you will have the needed skills?
3. Are you losing employees to your competitors? Over the next three years, will your employees find more growth opportunities with you or your competitors?
4. What are the mission-critical positions in your organization over the next 2-3 years? What are you doing to ensure that you have the right talent, with the right skills, at the right time?
5. Does your organization have a succession plan? Is your talent pool deep enough to fill mission critical and key positions in the next six months? What about one year and beyond?
6. Do you have 'A', 'B' or 'C' players? How do the skills of your leadership and management teams compare to other successful leaders in similar roles across your industry? Do you have a methodology in place to measure this?

7. Is your development budget targeted to the right areas? What is your return on investment (ROI) for your development dollars? Are you getting the ‘biggest bang for your buck?’
8. What metrics for employee and organizational performance do you communicate to your board? How are you maximizing your organization’s human capital? How does this increase shareholder value and return?
9. Of the top two levels in the organization, how many were promoted from within? What is your internal promotion rate and how does it compare to your competition/industry?
10. How do you measure the effectiveness of your training and development programs? What is the impact of your development programs on current and future goals, revenue growth and the bottom line?
11. Does your organization have a culture of accountability? Is there a clear link between your current and future operational goals and individual accountabilities?
12. How successful was your last major change initiative? What could you have done to increase the momentum needed to overcome the inevitable resistance, roadblocks and energy drain that occurs?
13. When managing change initiatives, how do you identify the resources you need and the constraints that stand in the way?

Assessment Tools and Processes

14. Does your organization have effective assessment tools and processes to evaluate individual strengths and areas for development against needs and gaps in the organization?
15. Is your organization using a valid and reliable assessment instrument? Does it prioritize the development areas for each individual?
16. Have you established a performance and capabilities baseline with each individual. Do you have the ability to measure progress over time?
17. Is your assessment instrument and development process focused on the critical skills and behaviors you need for individual and organizational success?

People and Engagement

18. What is your process for developing your leadership talent pool today and into the future? How have your development priorities been established? How have they changed over time?
19. How does your organization identify ‘A’ players and high potentials? How do you differentiate and develop the best of the best?

20. What is your voluntary turnover rate? How does it compare to your industry and competition? More importantly, what is the turnover rate of your 'A' players?
21. Do you know how your employees rate the desirability of your organization (culture/environment) for recruitment and retention? Is it getting easier or harder to recruit quality 'A' players?
22. Does your workforce feel that their knowledge and skill development is an organizational priority? Do they feel they are developing skills that will enable them to be more effective and successful now and in the future?
23. What are you doing to create a workforce that's committed, engaged, empowered, and enabled to take initiative and achieve outstanding results? How would your employees answer this question?
24. Currently, what are you doing to increase employee engagement and commitment to high performance?
25. Did you know that the average return on investment (ROI) for assessment-based coaching is seven times its cost? Ask us for a copy of the independent study that backs this statement and about how we can help you soar above your competition.

