

# OD<sup>Map</sup>

Shows direction and charts progress of OD efforts

## Developing leadership and company culture

- **ENGAGING & RETAINING TALENT**
- **IMPROVING THE ORGANIZATION VIA PEOPLE**
- **IMPROVING BUSINESS PERFORMANCE**

The above three effects are closely interlinked. In a nutshell, OD<sup>Map</sup> shows what your organization needs to do in order to move to the next level by:

- Providing a clear and compelling picture regarding to the current levels of **employee engagement and the drivers of engagement**
- Providing clarity and **specific action items what you need to do** (e.g. Improve cross-functional cooperation; or Improve employee awareness of role importance; or Increase alignment between the needs of the organization and the individuals, etc...). The precise information will **enable you to take targeted improvement actions**.

OD<sup>Map</sup> provides important data for:

- **Estimating ROI on OD efforts, and measure the results** after interventions
- **Keeping track of progress** over the years in terms of engagement levels, organizational culture effectiveness, and performance enabling factors
- **Internal and external benchmarking**

## OD<sup>Map</sup> IMPLEMENTATION

Our consultants will work with you in every step of planning, customizing and implementing the survey. Our online platform makes data gathering and analysis/reporting as efficient as possible, so you can focus on the development actions that create the highest value. Our consultants not only can help you in implementing the survey, but also can support your organization to design and implement improvement actions afterwards.

### WHY OD<sup>Map</sup>:

- Based on the latest understanding of organizational effectiveness (relationship between business results, performance enabling factors, organizational culture and employee engagement);
- Utilizing a state-of-the-art questionnaire, which provides precise and actionable diagnosis yet takes reasonably short time (10 minutes per participant) ;
- Follow-on consulting and targeted interventions are available by a proven network of consultants / facilitators / trainers / OD practitioners

