



## Measure What You Value

### *Improve organizational health*

The Organizational Leadership Assessment (OLA) is a web-based tool that delivers a comprehensive, values-based portrait of organizational health.

Incorporating feedback from a full range of positions within the organization, the OLA is designed to reveal the organizational **level of health**, the **perception match** between three major position levels (Top Leaders, Supervisors/Managers & Workforce), and the organization's **readiness-for-change**. The OLA is easy to complete and is adaptable to your organization's needs; multiple focused sub-group reports can be provided – along with an overall perspective of an organization and its leadership.

## The OLA Model of Organizational Health



The OLA is based on research conducted by Dr. Jim Laub – determining the key elements for servant-minded leadership and healthy organizations. This research reveals six key areas that must be present to allow an organization to achieve optimal organizational health and utilize available potential to fulfill its mission.

Healthy organizations exhibit these six key areas consistently throughout all levels of the organization – as experienced by those who daily represent the organization.

## OLA Benefits

**Values-based:** Measure the values that are most important to your organization

**Web-based:** Easy to implement, easy for your people to access

**Time effective:** Takes only 15 minutes to complete online

**Versatile:** Looks at the organization as a whole as well as designated sub-groups

**Usable:** The OLA report is easy to understand and apply toward organization improvement

**Cost effective:** Assess your entire organization and receive a wealth of usable information

## Assessing your Organization's Health

How healthy is your organization? Your organization's health level will determine its ability to successfully navigate the challenges and demands of the future. It will affect your ability to communicate effectively and to positively manage change. It will affect your ability to meet your organization's mission and effectively pursue your vision. Assessing your organizational health level is the first step toward building stronger organizational health. The OLA provides a positive, values-based approach that emphasizes improvement and development.

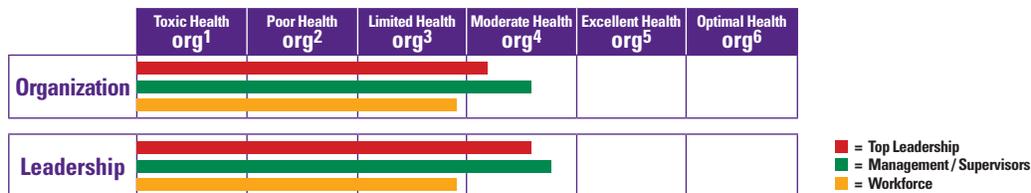
## The OLA Report

The 16 page OLA report provides an practical, easy-to-understand presentation of your results.

**Your Organizational Health Level** (Org<sup>1</sup> through Org<sup>6</sup>).

What is your level of health and what does this mean for organizational effectiveness?

### Organizational Health Level Example



The **Perception Match** that exists between your Top Leaders, Managers and Workforce.

Do your leaders truly understand how the workers are experiencing the organization today?

Do your people have a shared awareness and an ability to communicate based on a shared understanding?

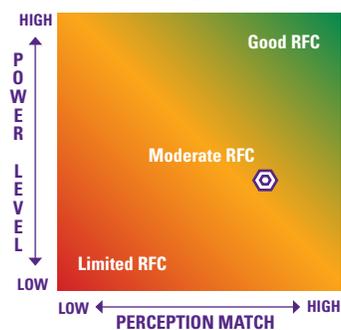
Your **Readiness-for-Change** level.

Are you ready, as an organization to move toward planned change and deal with the unexpected changes that inevitably will come?

*A healthy organization* has both the health and power to create its future through an empowered and creative workforce.

*A healthy organization* knows where it is going and recognizes the value of those people who will take it there.

### Readiness-for-Change (RFC) Example



## Measure What You Value

Contact the OLAgroup today for a no-obligation discussion on your organization's assessment needs.

See if the Organizational Leadership Assessment best represents the values you desire for your organization and if it is the right assessment tool for your organization.

The OLAgroup also provides the OLA360° web-based review tool that facilitates multi-angle performance assessment of employees and leaders within your organization. While the OLA provides an organizational view, the OLA360° review provides an individual review from a 360 degree viewpoint.

To learn more about the OLA, please contact:

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