

EXECUTIVE SUMMARY (continued)

Your Organizational Dynamics . . .

PERCEPTION MATCH* = VERY LOW MATCH (Page 7)

(*between Top Leadership and Workforce)

The Top Leadership and the Workforce have an extremely different perception of the current health status of the organization. This suggests a very low level of shared awareness and open communication.

READINESS-FOR-CHANGE (RFC) = LIMITED TO MODERATE RFC (Page 10)

There is limited to moderate readiness-for-change within the organization. Workers and leaders possess a lower level of energy for pursuing change, which suggests a limited ability to improve in the Six Key Areas of organizational health. To increase readiness-for-change, first address awareness and communication. Improving these areas through the sharing of these OLA results and facilitating open discussion around them will begin to create the readiness to move into greater organizational health.

JOB SATISFACTION = AVERAGE (Page 8)

Workers believe that they personally are making a contribution to the organization and that their job is important to its success. They believe that they are able to use their best gifts and abilities in their job while being creative in their work. They enjoy the work they do and believe that they personally are working at a high level of productivity. However, while they see the value of their personal work, workers have questions concerning the overall health of the organization. This can create a difficult tension in the workplace and may result in the best workers seeking employment elsewhere.

KEY PATTERNS

- ✓ Workers perceive the Organization, as a whole, less positively than they do the Leadership (Page 7)
- ✓ Leaders perceive the Organization, as a whole, less positively than they do the Leadership (Page 7)
- ✓ Workers are looking for more direction from the leadership (Page 4)

