



Measurement Tools

Organizational Development Consulting

"What gets measured, gets managed"

Dr. Peter Drucker

Remarkable how such a simple statement clouds one of the most challenging tasks in business - measurement. Organizations often lose sight of their initiatives and activities with the numerous other priorities they have. It is no wonder we see quarterly reviews, shareholder reports, and planning documents with few tangible targets that relate to overall business imperatives. Measurement becomes the key driver to understanding if what a business is 'doing' is producing results, and if it is even needed.

In our complex and turbulent business world, 'ROI' has become a term that is loosely used, often to justify investments as opposed to measuring the return on the resources being expended. The Fulcrum Group uses its own, as well as selected partners' assessment and measurement tools for Organizational Development, as standalone tools or part of an existing intervention, to ensure each client achieves the results they are looking for.

Benchmark of Organizational Emotional Intelligence (MHS)

Benchmark of Organizational Emotional Intelligence (BOEI™) measures the level of emotional intelligence within your organization. It examines your organization as a whole, but also focuses to examine separate divisions, departments, and teams with anonymity. You can incorporate the information provided by BOEI™ administrations into your organization's strategic plans. By using the BOEI™ survey, you can be sure that every area is highly functional, and effective.

Emotional Intelligence Appraisal (TalentSmart)

TalentSmart's Emotional Intelligence Appraisal measures EQ in all four components of Daniel Goleman's benchmark model in just 7 minutes. The assessment is very easy to use and understand.

Emotional Intelligence is an individual's ability to perceive, understand, and manage emotions. It operates on a personal level through our own thoughts and behaviours and at the group level through our interactions with others. TalentSmart's Emotional Intelligence Appraisal measures the four core skills that make up EQ. These skills were popularized by Daniel Goleman through his best-selling series of books on Emotional Intelligence.

Benchmarks - Assessing Leadership Skills and Enhancing the Development Process (Center for Creative Leadership)

A comprehensive, 360-degree assessment tool for experienced managers that measures 16 skills and perspectives critical for success. Benchmarks offers an in-depth look at development by assessing skills developed from a multitude of leadership experiences, identifying what lessons may yet to be learned and helping the executive determine what specific work experiences need to be sought out in order to develop critical skills for success.

Why Measure?

- ▲ To monitor and control resources, costs, and quality
- ▲ To drive improvement
- ▲ To maximize the effectiveness of the improvement effort
- ▲ To achieve alignment with organizational goals and objectives
- ▲ To reward and to discipline



(Gazelles) Strategic Planning - Mastering the Rockefeller Habits

Verne Harnish from Gazelles has developed and document a method to teach these CEOs who have no patience for anything except that which they can put to work. Verne Harnish has a gift for turning complex problems into simple solutions. Mastering the Rockefeller Habits provides easy-to-use tools for making strategically smart decisions and for keeping everyone aligned and accountable to those decisions, as originally created by fundamental ideas that produce real market value and owner wealth are based using the same "habits" John D. Rockefeller employed to master the oil industry.

Campbell™ Organization Survey (COS)™ (Center for Creative Leadership)

Assesses an organization's climate, offering insights on areas that need improvement and those that should be celebrated. Can be used with all employees or members of a targeted work group. Allows the organization to survey employees on their satisfaction in such areas as feedback, top leadership and organizational planning.

Personality and Leadership Profile (PLP) (Hagberg Consulting Group)

Provides an in-depth assessment of the key aspects of personality that influence leadership and management performance

360° Multi-Rater Feedback Assessment (Hagberg Consulting Group)

Provides a detailed evaluation of co-workers' perceptions of an executive's management and leadership performance

Culture Assessment (Hagberg Consulting Group)

Provides an accurate, objective and realistic assessment of an organization's cultural strengths and critical barriers to success

Position Analysis (Hagberg Consulting Group)

Provides hiring managers with an understanding of the qualities and skills required for a position

Required Culture Assessment (Hagberg Consulting Group)

Provides the vision of what your organization's culture needs to look like to achieve its strategic objectives

Strategy Assessment (Hagberg Consulting Group)

HCG's Strategy Assessment is an effective and objective way to quickly determine the missing links in your strategy alignment.

Call us to find out more about these tools, or inquire about others. We continually add and update our measurement tools, resources, and knowledge base, so you can find new additions regularly!

About Us

The Fulcrum Group is an established and proven executive coaching, consulting, and training company that helps organizations improve their leaders and achieve optimal business productivity.

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