



Organizational Health Survey Overview

Based on the best-selling book, *The Advantage*, by Patrick Lencioni

Introduction

Organizational Health is the Most Untapped Advantage in Business

A healthy organization has less politics and confusion, higher morale and productivity, lower unwanted turnover and lower recruiting costs than an unhealthy one.

No leader would dispute the power of these qualities and every leader would love their organization to have them.

Unfortunately, many struggle with how to make this happen.

The primary purpose of this report is to provide a simple indicator of the relative health of your organization as well as help you interpret and act on your results.

Hopefully, this will relieve some of your struggle.

The Model

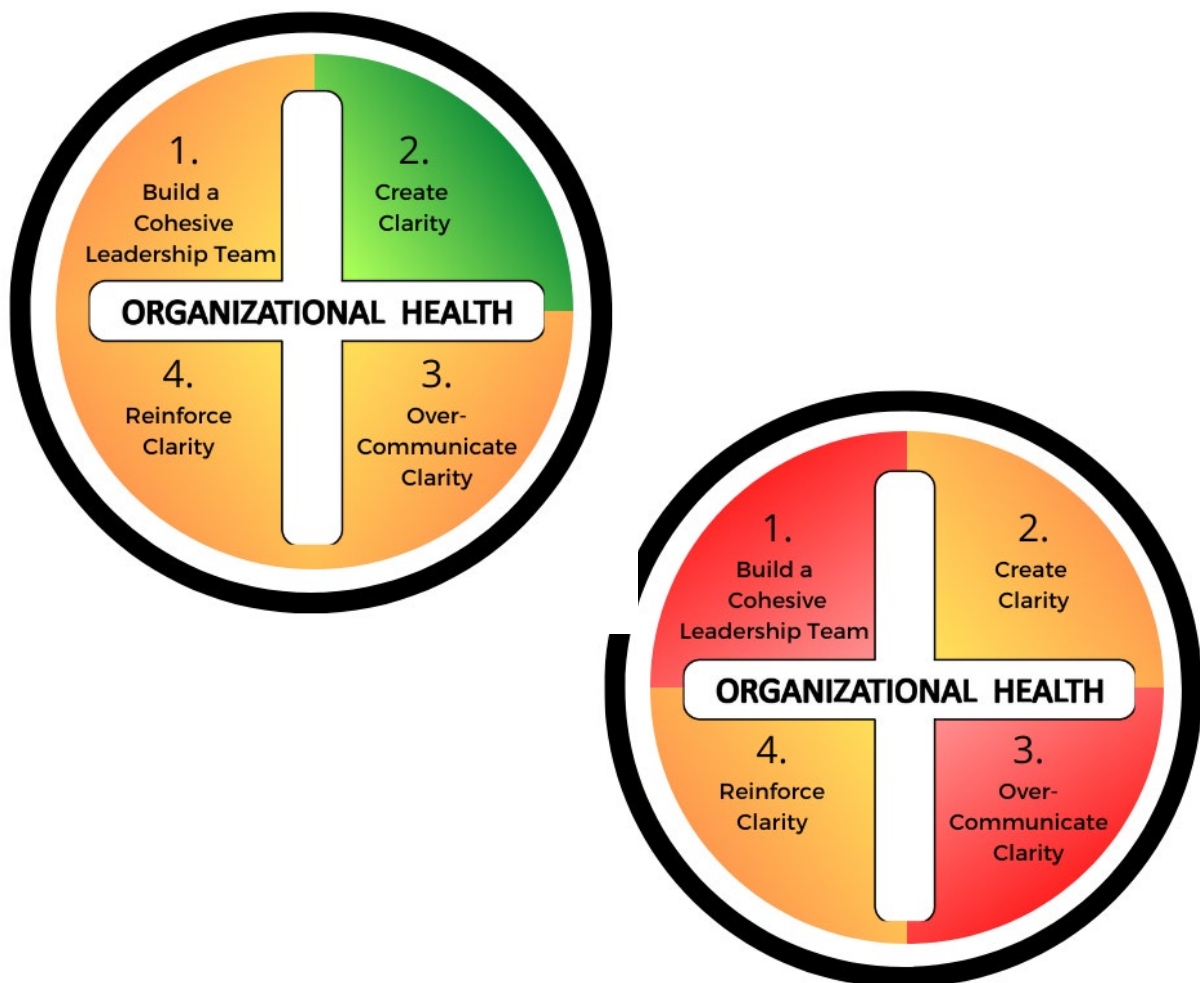
Four Disciplines of a Healthy Organization

The first step toward creating a healthy organization is to embrace the idea that organizational health is simple in theory, but difficult to put into practice.

The second step is to master fundamental disciplines and put them into practice on a daily basis.

Designed for leadership teams, this survey will provide an average score in each discipline. Following your scores will be tips for improving, in each area.

Improvement in these four areas guarantees a healthier, and more successful, organization.



DISCIPLINE 1: Build a Cohesive Leadership Team

The first and most critical step in a healthy organization is creating a cohesive leadership team that is committed to do the ongoing work of developing and maintaining a high-performing team and mastering the five behaviors outlined in The Five Dysfunctions of a Team.

DISCIPLINE 2: Create Clarity

Creating clarity at the executive level is essential to building and maintaining a healthy organization. There are six simple but critical questions that need to be answered, eliminating all discrepancies among team members.

DISCIPLINE 3: Over-Communicate Clarity

Once a leadership team has become cohesive and established clarity around the six critical questions, they need to communicate the answers to employees over and over again.

There are specific communication strategies the leadership team can employ to ensure that messaging is consistent and absorbed by employees.

DISCIPLINE 4: Reinforce Clarity

For an organization to be healthy, organizational clarity (the six critical questions) must become embedded into the fabric of the organization.

Systems in the following areas need to tie to the six questions: Recruiting and hiring, managing performance, compensation and rewards and real-time recognition.

Consider how this data will help you make the best decisions for your team and organization.

