

Sample Report

January 2016

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A HiPO Culture Impacts Business Outcomes



COMPANY CULTURE



BUSINESS PERFORMANCE



BUSINESS OUTPUT



BUSINESS OUTCOMES
\$

Metrics Customized by Client (sample KPIs below)

customer satisfaction productivity gross margin inventory turns employee retention

THROUGH-PUT

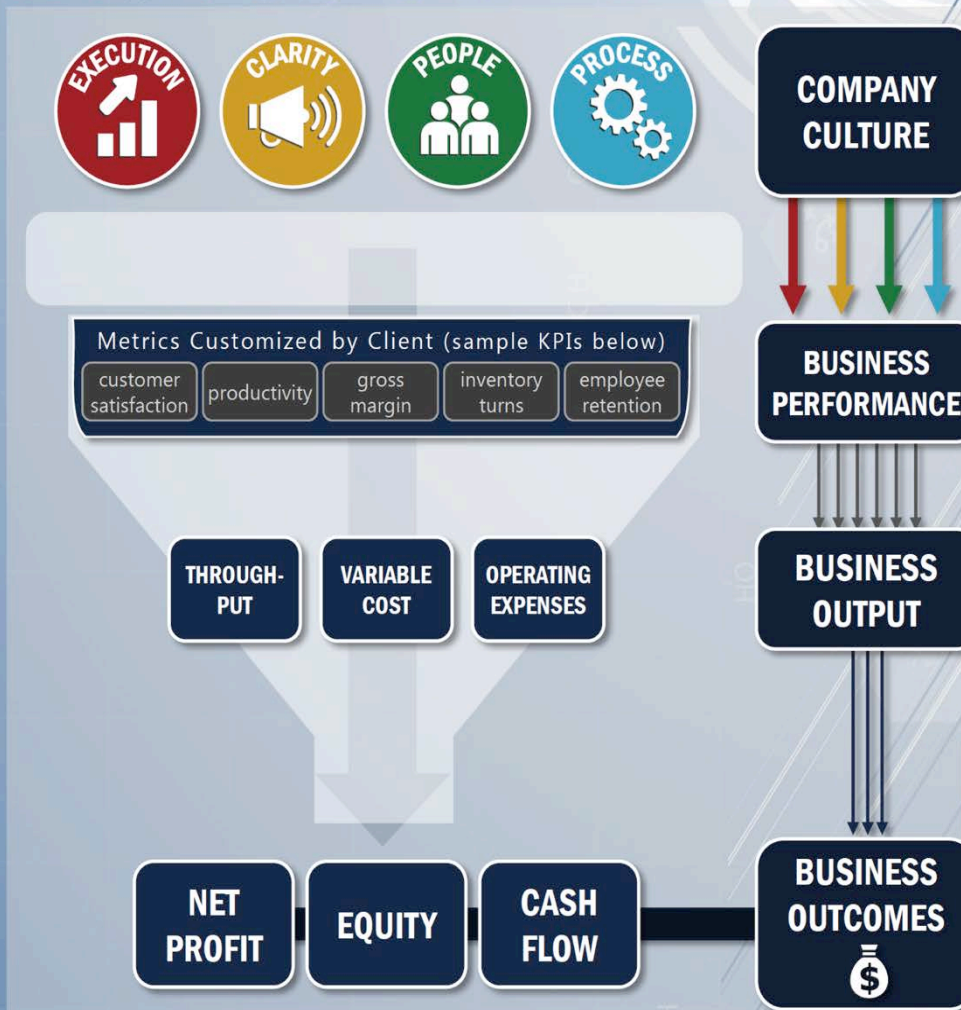
VARIABLE COST

OPERATING EXPENSES

NET PROFIT

EQUITY

CASH FLOW



STATISTICAL SUMMARY - OVERVIEW

- Participation Rate ??% - 45 out of ?? employees
 - By Group: A=5, B=12, C=27 total 45
- Raw Scores: 1,620 (36 x 45)
- Average Score: 58
- Standard Deviation: 20 (2/3 between: 38 & 78)
- Variance: 29
- 100's: 86 (5%); 0's: 13 (0.8%)
- CM C.O.R. Index: 69 (Initial Index; 68)
- Variability Score : 49 (Initial Variability: 43)



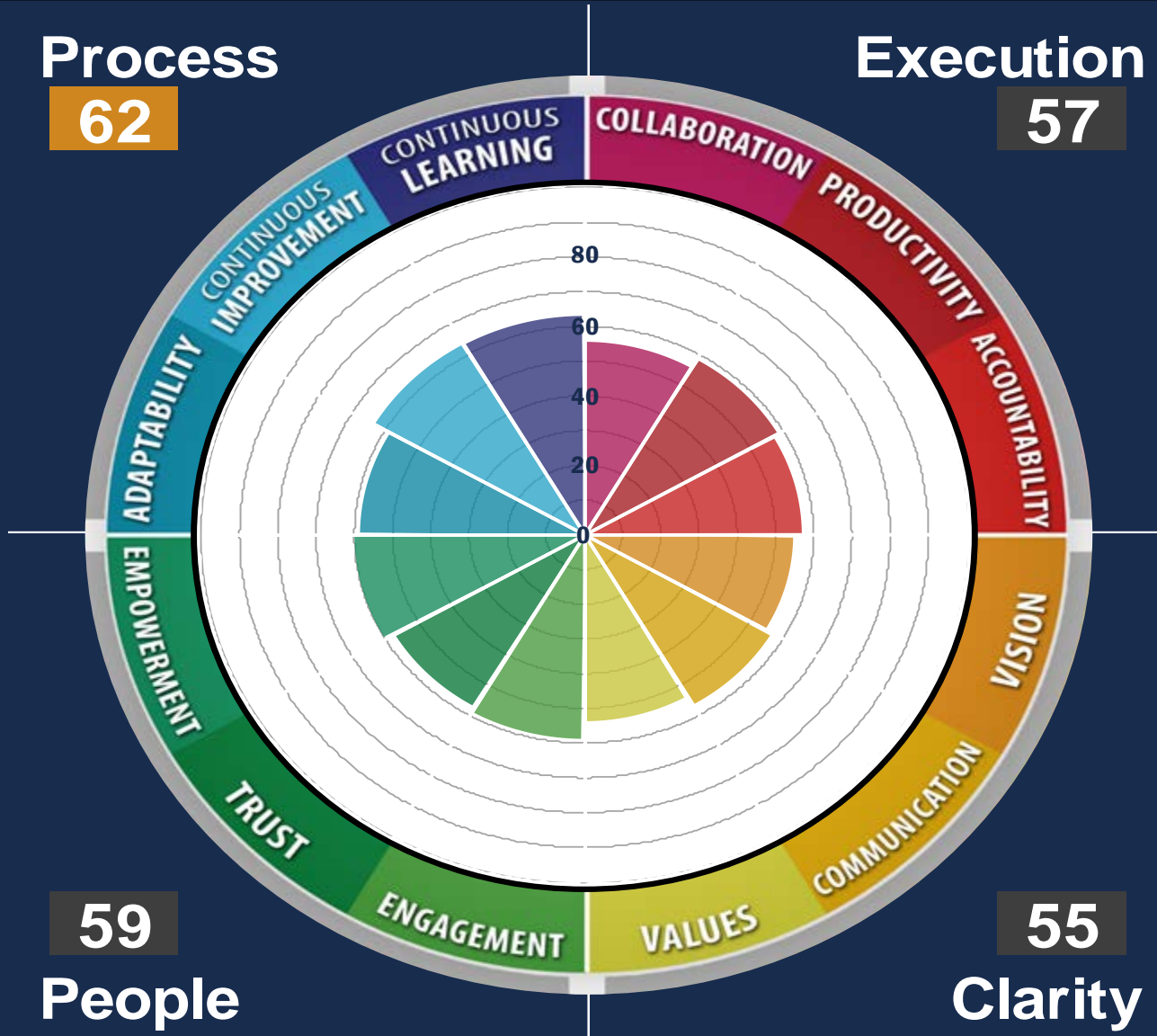
Overall Rank Score by Quadrant

Process

62

Execution

57



59
People

55
Clarity



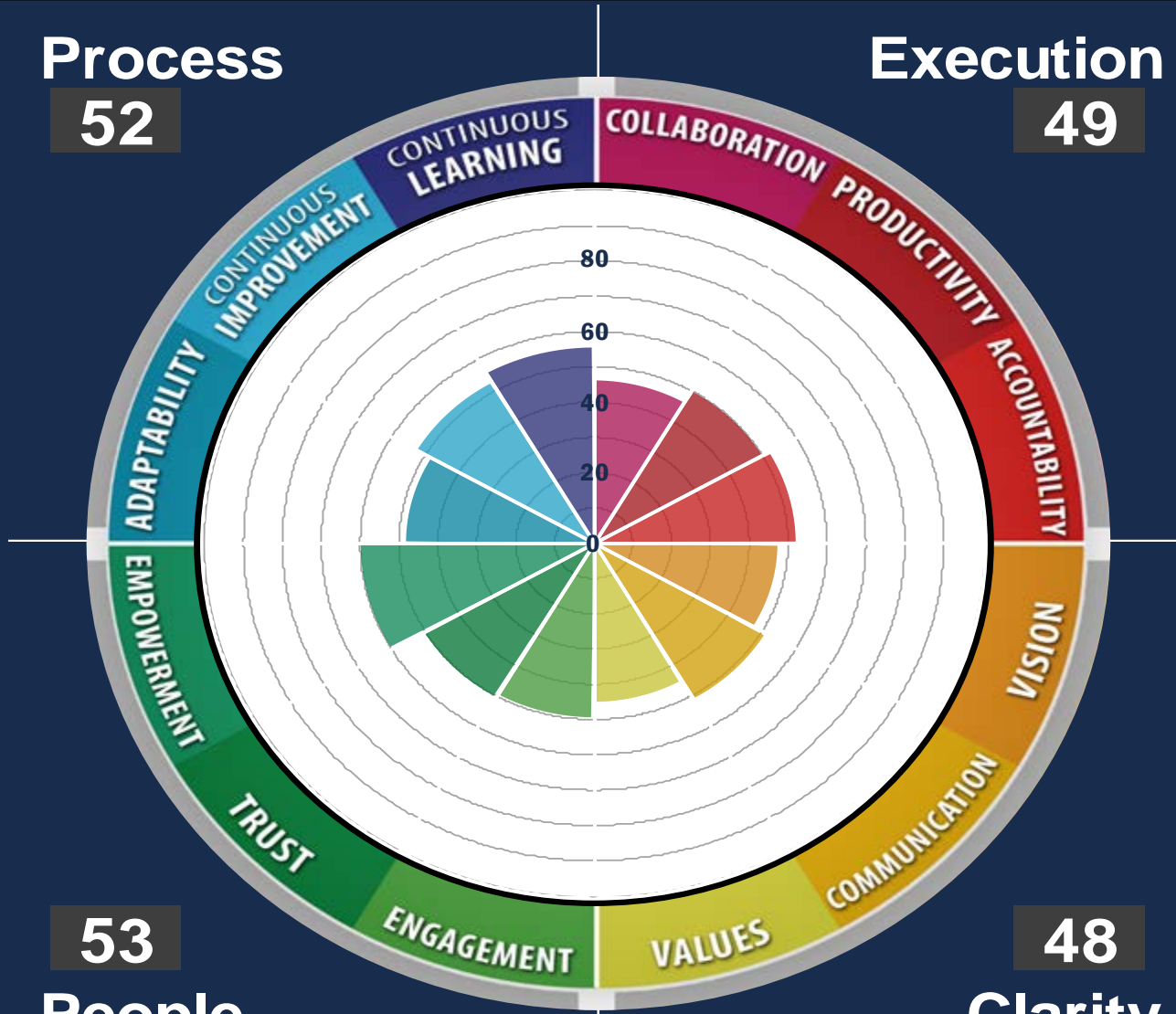
Owner Rank Score by Quadrant

Process

52

Execution

49



53

People

48

Clarity



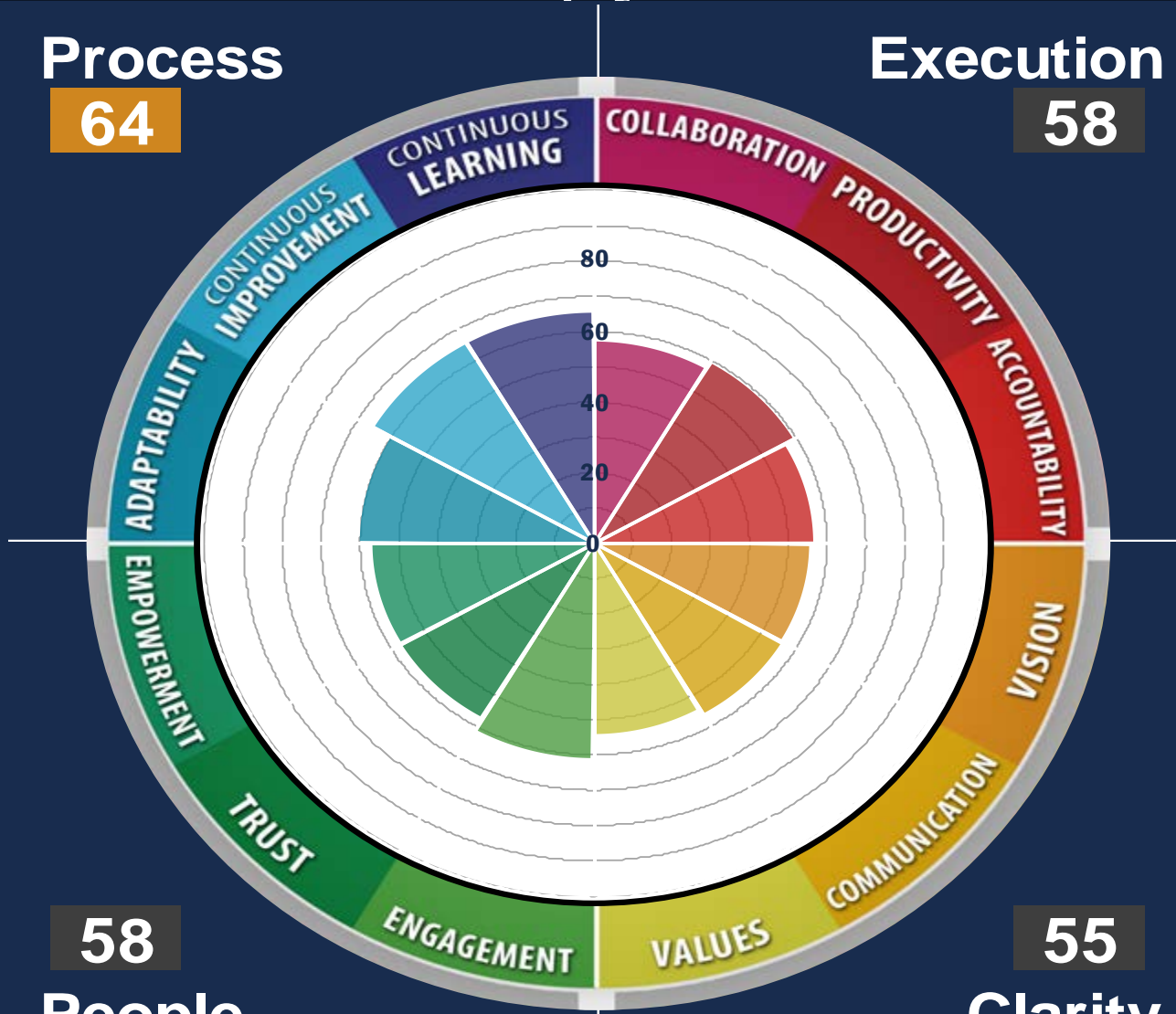
Manager/Leadership Rank Score by Quadrant

Process

64

Execution

58



58

People

55

Clarity



Employee Rank Score by Quadrant

Process

69

Execution

64



64

People

62

Clarity

Overall Average and Standard Deviation Scores

RANK SCORES		
Overall Scores		
1	Improvement	63
2	Learning	63
3	Empowerment	60
4	Engagement	59
5	Adaptability	59
6	Productivity	58
7	Trust	57
8	Accountability	57
9	Communication	57
10	Collaboration	56
11	Vision	55
12	Values	54

St. Dev SCORES		
Overall Scores		
1	Vision	21
2	Learning	21
3	Engagement	20
4	Communication	20
5	Values	20
6	Trust	20
7	Collaboration	20
8	Empowerment	19
9	Productivity	19
10	Improvement	19
11	Accountability	19
12	Adaptability	18

Perspective Average Scores

A

B

C

Rank Scores Owner		
1	Empowerment	60
2	Learning	55
3	Improvement	52
4	Accountability	52
5	Communication	51
6	Trust	50
7	Productivity	50
8	Engagement	49
9	Adaptability	48
10	Vision	47
11	Collaboration	46
12	Values	45

RANK SCORES Manager/Leadership		
1	Learning	65
2	Improvement	65
3	Engagement	61
4	Adaptability	60
5	Productivity	59
6	Collaboration	57
7	Trust	57
8	Empowerment	57
9	Accountability	56
10	Communication	56
11	Vision	55
12	Values	54

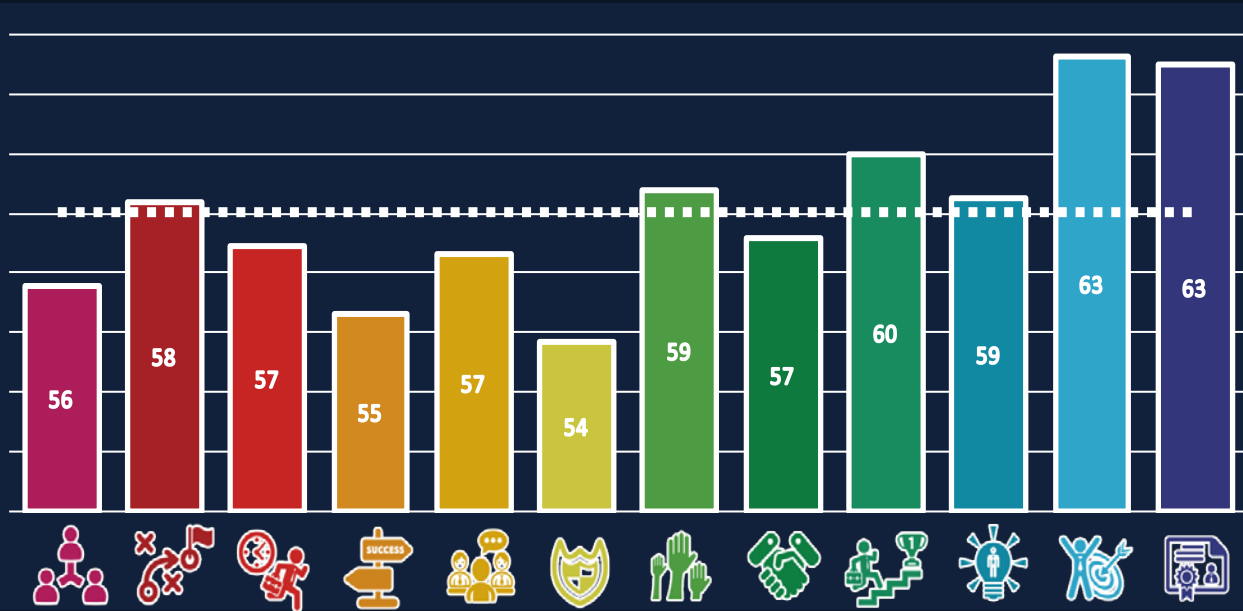
RANK SCORES Employee		
1	Improvement	72
2	Learning	68
3	Adaptability	67
4	Engagement	66
5	Productivity	66
6	Trust	64
7	Collaboration	63
8	Empowerment	63
9	Communication	63
10	Accountability	62
11	Values	62
12	Vision	61

Bar Chart - Overall Perspective

Overall

58

Raw Score Rank



1	Improvement	63
2	Learning	63
3	Empowerment	60
4	Engagement	59
5	Adaptability	59
6	Productivity	58
7	Trust	57
8	Accountability	57
9	Communication	57
10	Collaboration	56
11	Vision	55
12	Values	54

Execution

Clarity

People

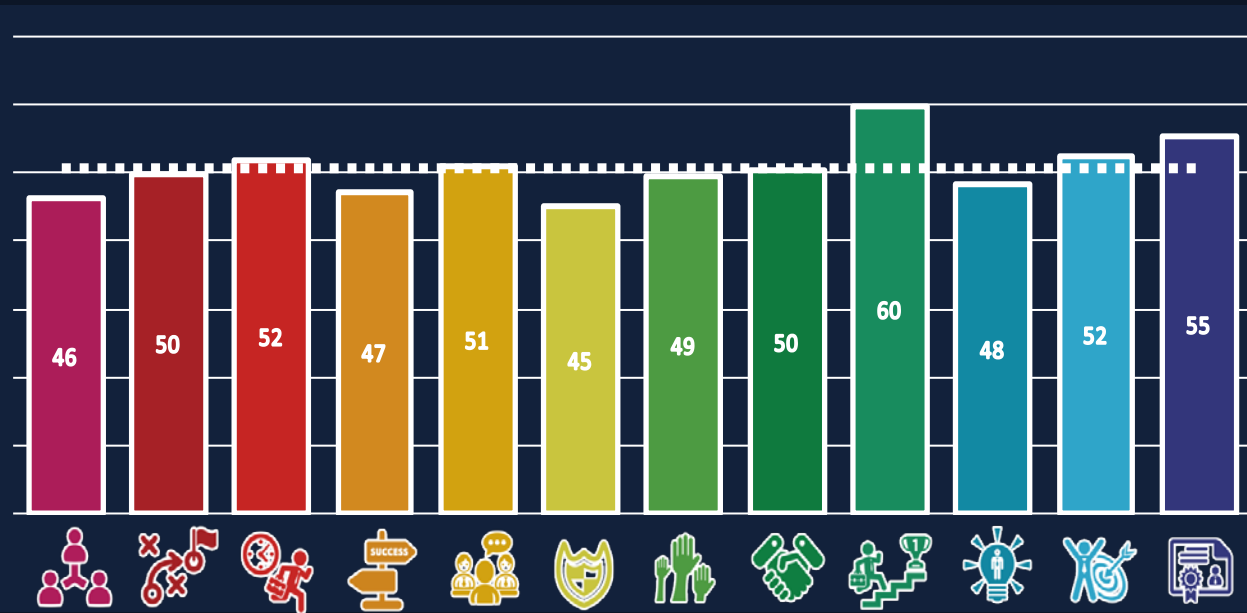
Process

Bar Chart – Ownership Perspective

Owner

51

Raw Score Rank



1	Empowerment	60
2	Learning	55
3	Improvement	52
4	Accountability	52
5	Communication	51
6	Trust	50
7	Productivity	50
8	Engagement	49
9	Adaptability	48
10	Vision	47
11	Collaboration	46
12	Values	45

Execution

Clarity

People

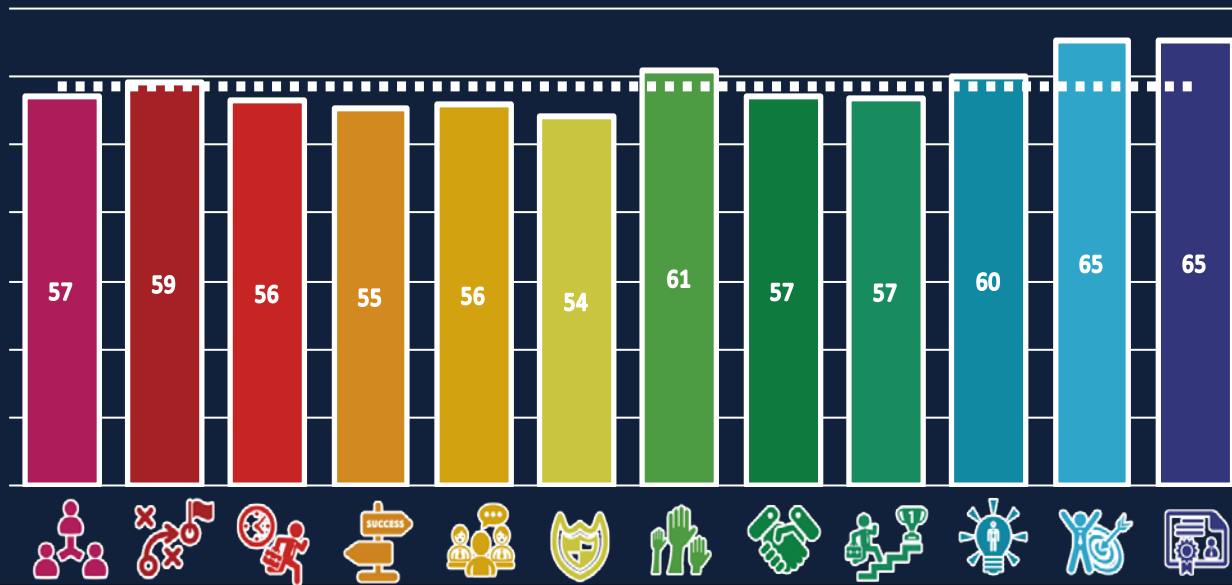
Process

Bar Chart – Leadership Group Perspective

Manager/Leadership

59

Raw Score Rank



1	Learning	65
2	Improvement	65
3	Engagement	61
4	Adaptability	60
5	Productivity	59
6	Collaboration	57
7	Trust	57
8	Empowerment	57
9	Accountability	56
10	Communication	56
11	Vision	55
12	Values	54

Execution

Clarity

People

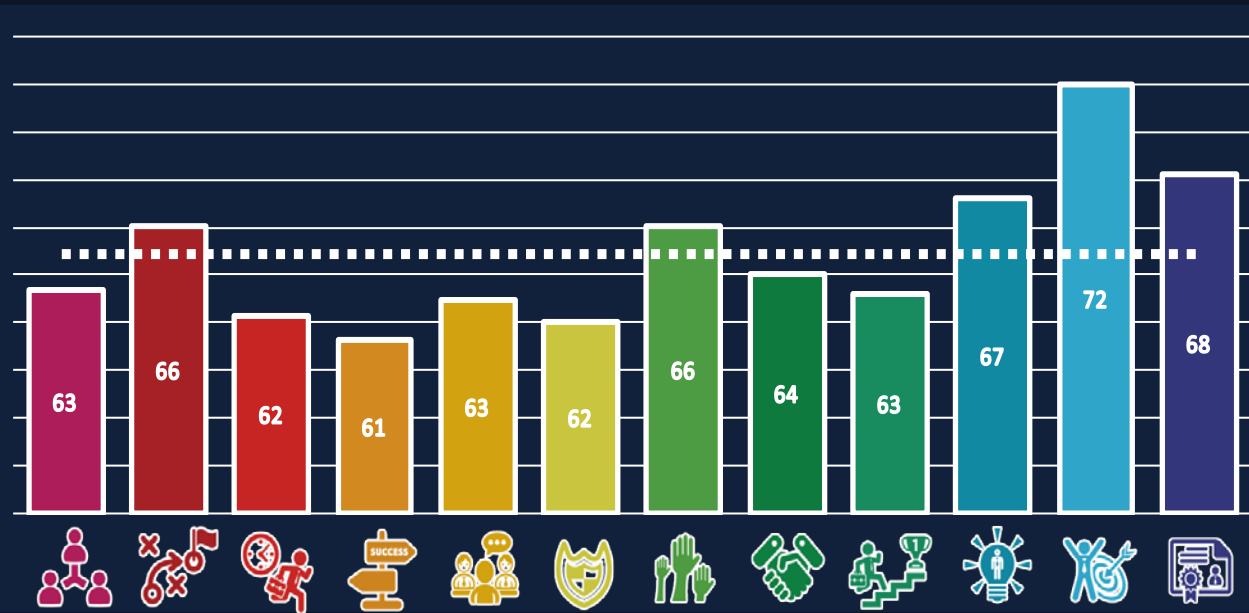
Process

Bar Chart – Employee Group Perspective

Employee

65

Raw Score Rank



1	Improvement	72
2	Learning	68
3	Adaptability	67
4	Engagement	66
5	Productivity	66
6	Trust	64
7	Collaboration	63
8	Empowerment	63
9	Communication	63
10	Accountability	62
11	Values	62
12	Vision	61

Execution

Clarity

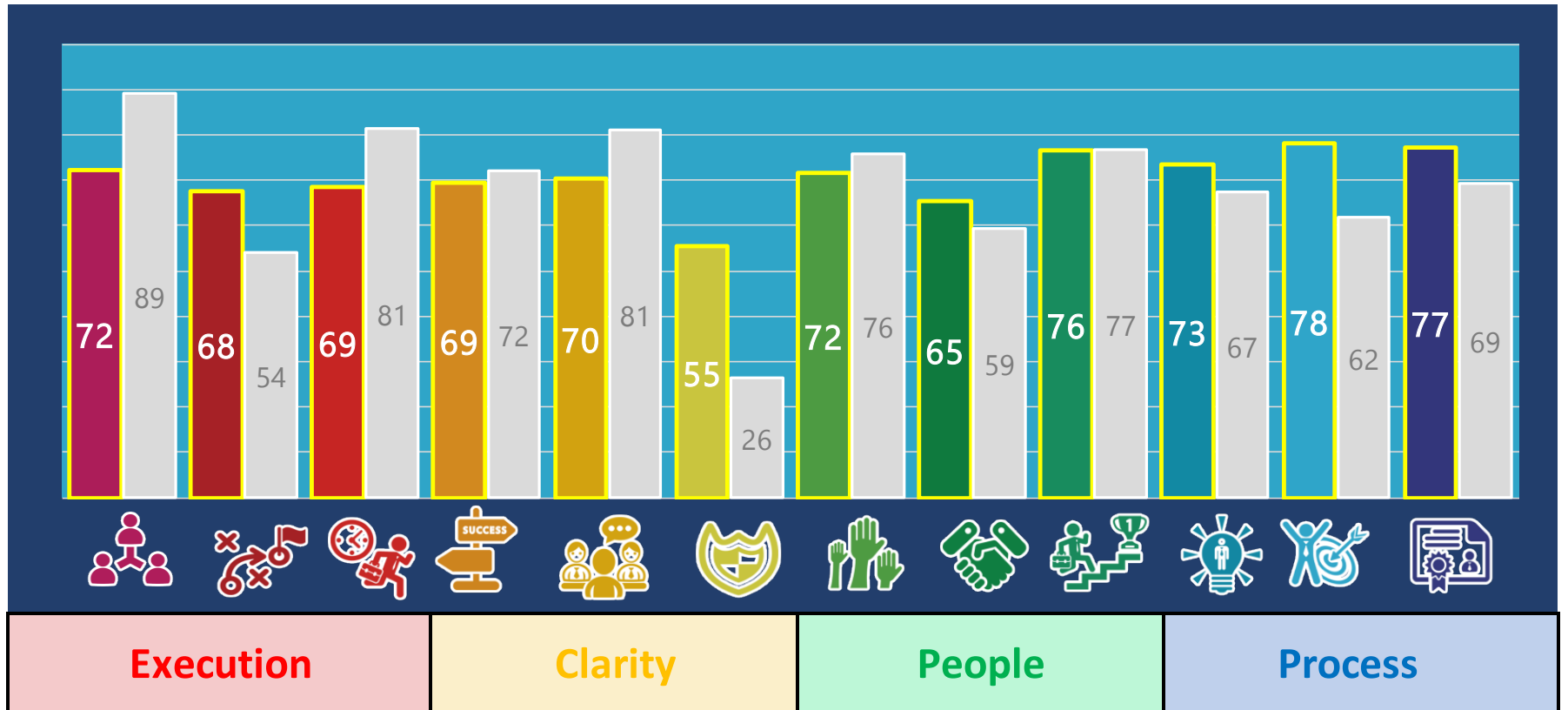
People

Process

Standard Deviation by Perspective

St. Dev Scores Owner			St. Dev Scores Manager/Leadership			St. Dev Scores Employee		
1	Vision	23	1	Engagement	15	1	Vision	24
2	Values	21	2	Improvement	14	2	Learning	24
3	Empowerment	21	3	Accountability	14	3	Trust	23
4	Learning	20	4	Productivity	13	4	Communication	23
5	Productivity	19	5	Vision	12	5	Collaboration	23
6	Improvement	19	6	Communication	12	6	Values	23
7	Trust	18	7	Learning	12	7	Engagement	23
8	Communication	18	8	Trust	11	8	Empowerment	22
9	Collaboration	17	9	Empowerment	10	9	Accountability	22
10	Adaptability	17	10	Adaptability	10	10	Productivity	21
11	Engagement	16	11	Collaboration	10	11	Adaptability	21
12	Accountability	8	12	Values	10	12	Improvement	20

Overall Averages and Variances*



* Variance scores are the sum of the differences between the Element scores by each perspective – [(A-B)+(A-C)+(B-C)]

Variance Scores

<i>Average Score By Element</i>	Owner	Leadership	Variance
Collaboration	46	57	11
Productivity	50	59	9
Accountability	52	56	5
Vision	47	55	8
Communication	51	56	5
Values	45	54	9
Engagement	49	61	12
Trust	50	57	7
Empowerment	60	57	3
Adaptability	48	60	12
Improvement	52	65	13
Learning	55	65	10

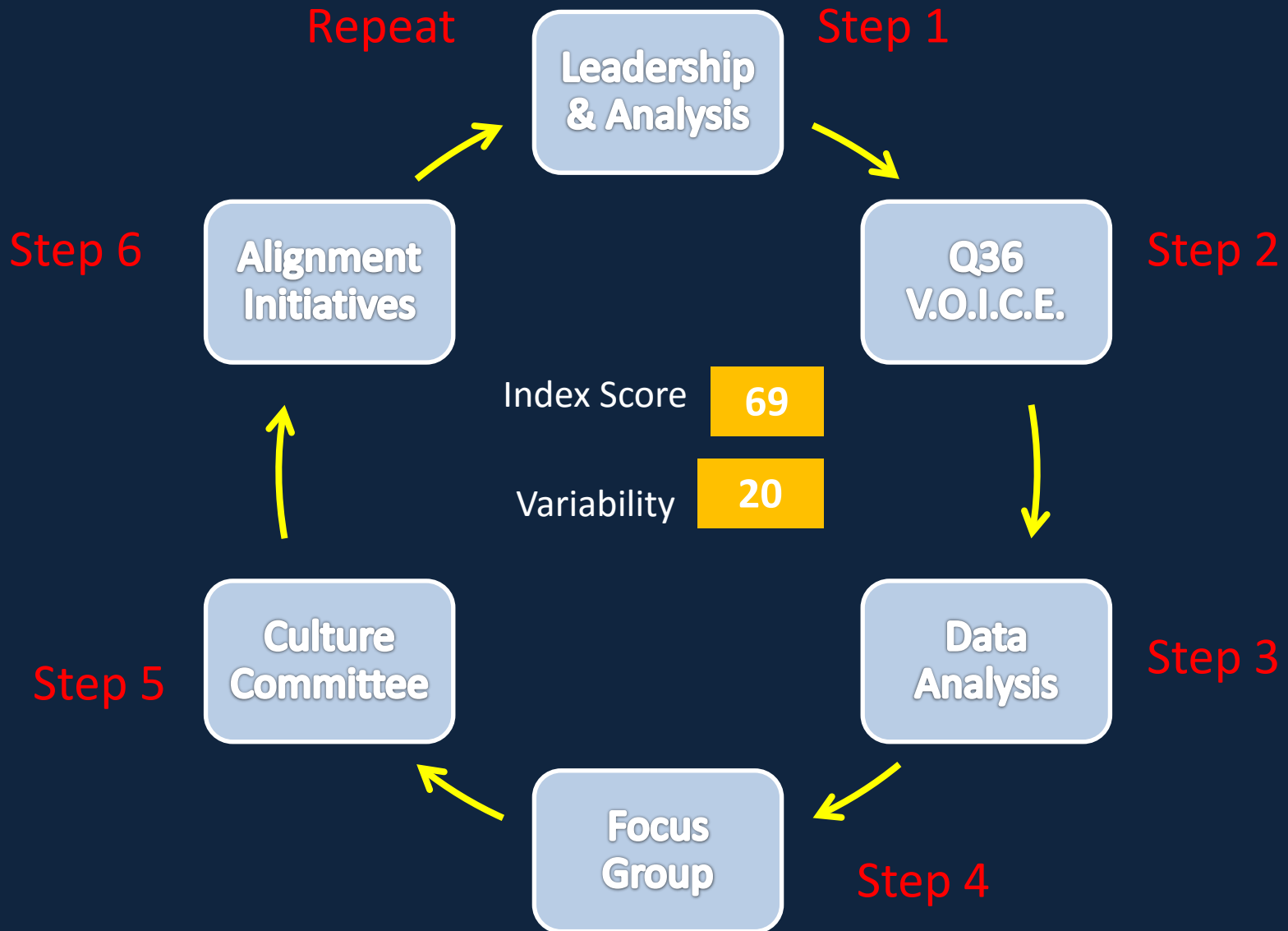
Variance Scores

<i>Average score by Element</i>	Owner	Employees	Variance
Collaboration	46	63	17
Productivity	50	66	16
Accountability	52	62	10
Vision	47	61	14
Communication	51	63	12
Values	45	62	17
Engagement	49	66	17
Trust	50	64	14
Empowerment	60	63	3
Adaptability	48	67	19
Improvement	52	72	20
Learning	55	68	13

Variance Scores

<i>Average score by Element</i>	Leaders	Employees	Variance
Collaboration	57	63	6
Productivity	59	66	7
Accountability	56	62	6
Vision	55	61	6
Communication	56	63	7
Values	54	62	8
Engagement	61	66	5
Trust	57	64	7
Empowerment	57	63	6
Adaptability	60	67	7
Improvement	65	72	7
Learning	65	68	3

The Culture Improvement Path



Possible Alignment Initiatives



VALUES

- (1) Values Review: Clarifying company Core Values and Behavioral Descriptions
- (2) Values Based Performance Audit: tie performance management process to values & behaviors
- (3) Hiring & Recruitment Audit: Determine Values/Behaviors alignment in the recruiting process



COLLABORATION

- (1) Performance Management Review: Create/Review Team Centric Roles & Responsibilities
- (2) Cross Functional Team Audit: Determine the collaborative aspects embedded in Roles & Responsibilities
- (3) Sales & Marketing Review: Maximize collaboration between Sales and Marketing



VISION

- (1) Vision Review: Create/Refine articulated written Vision & Mission statement
- (2) Vision Audit: Do employees feel that they are accomplishing more than just a job or something bigger?
- (3) Strategic Initiative Audit: Evaluate the Intermediate/Long-term vision/goals