

Sample Company HiPO Report

January 2016

Table of Contents

- The 12 Essential Elements
- HiPO Culture Impacts Business Outcomes
- Descriptive Statistics
- The HiPO Wheel – Overall & 3 Perspectives
- Perspective Scores side-by-side
- Overall Average & Standard Deviation Scores
- Bar Charts
- HiPO Index Dashboard
- Recommendations

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**

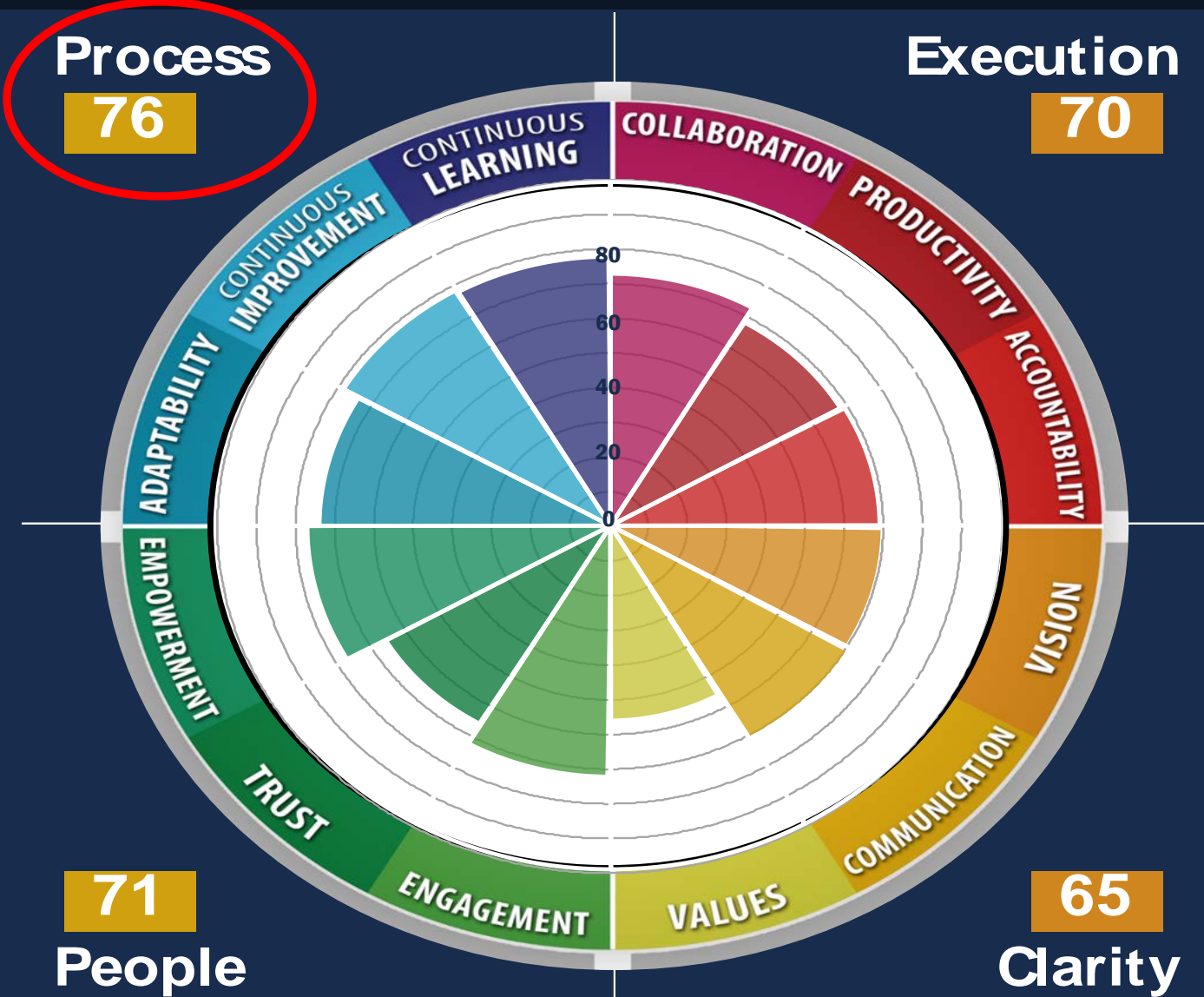


STATISTICAL SUMMARY - OVERVIEW

- Participation Rate 86% - 52 out of 60 employees
 - By Group: A=1, B=12, C=39 total 52
- Raw Scores: 1,872 (36 x 52)
- Average Score: 70
- Standard Deviation: 19 (2/3 between: 51 & 89)
- Variance: 68
- 100's: 164 (9%); 0's: 59 (3%)
- CM C.O.R. Index: 70
- Variability Score : 87



Overall Rank Score by Quadrant





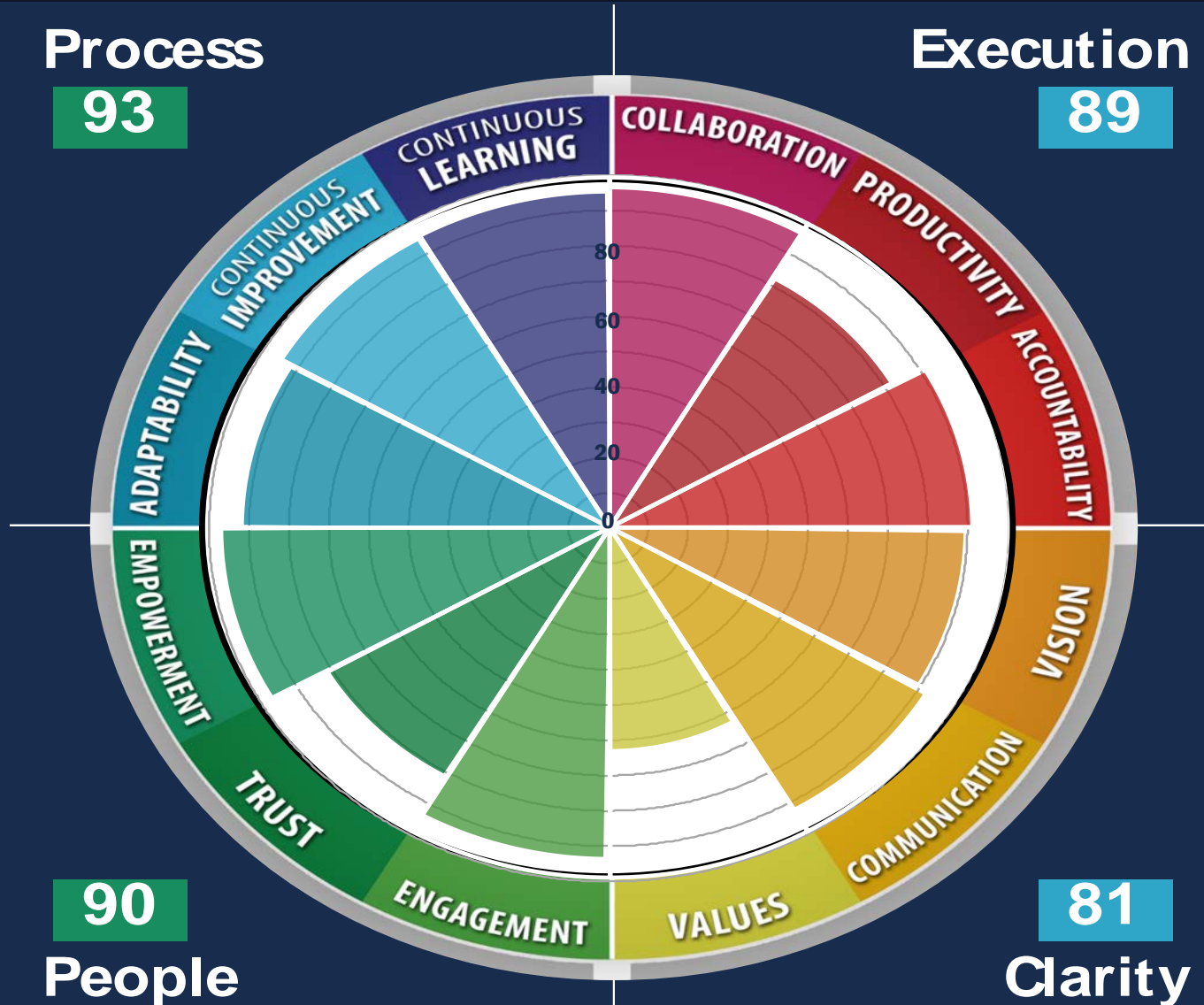
Owner Rank Score by Quadrant

Process

93

Execution

89



90
People

81
Clarity



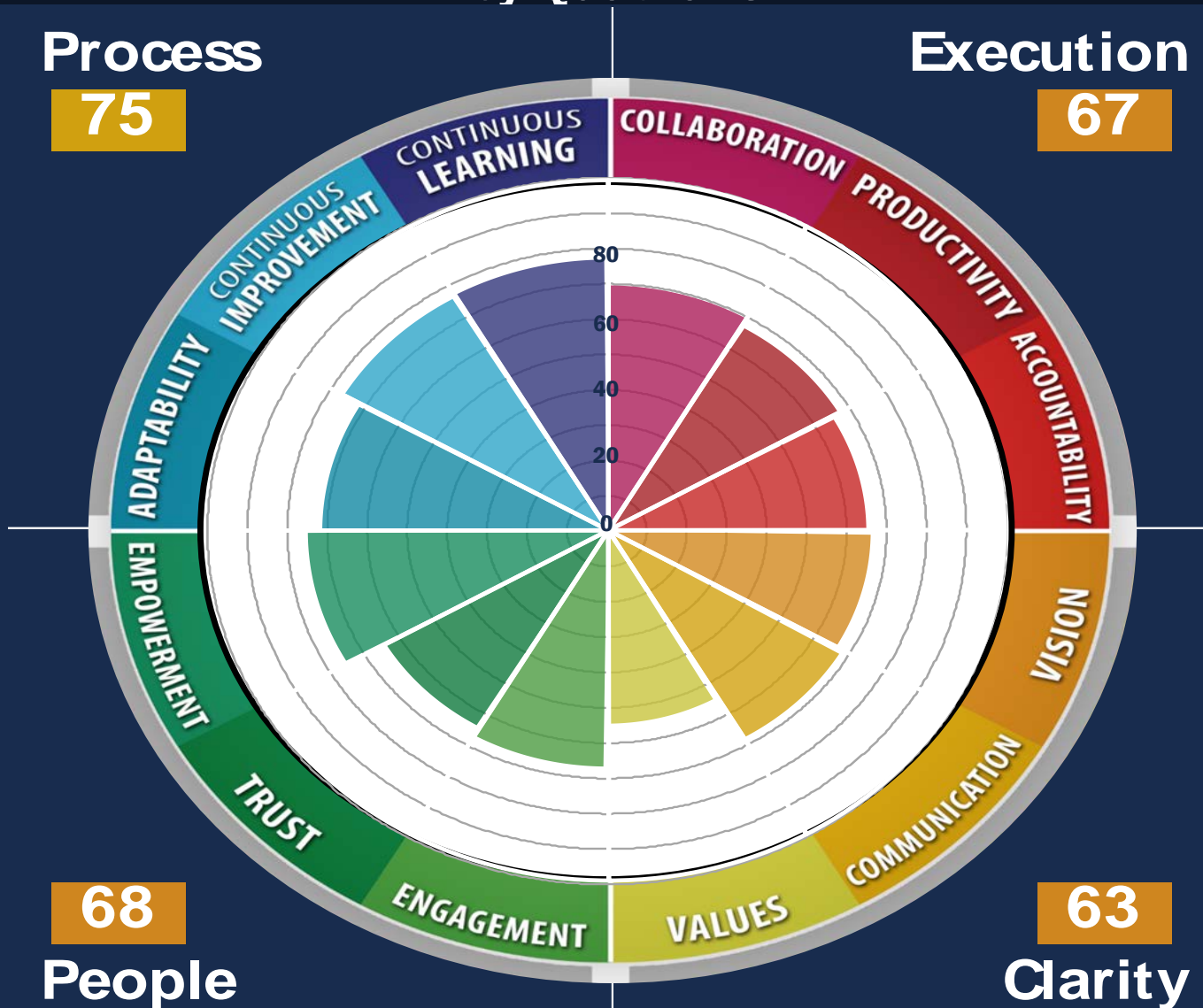
Manager/Leadership Rank Score by Quadrant

Process

75

Execution

67





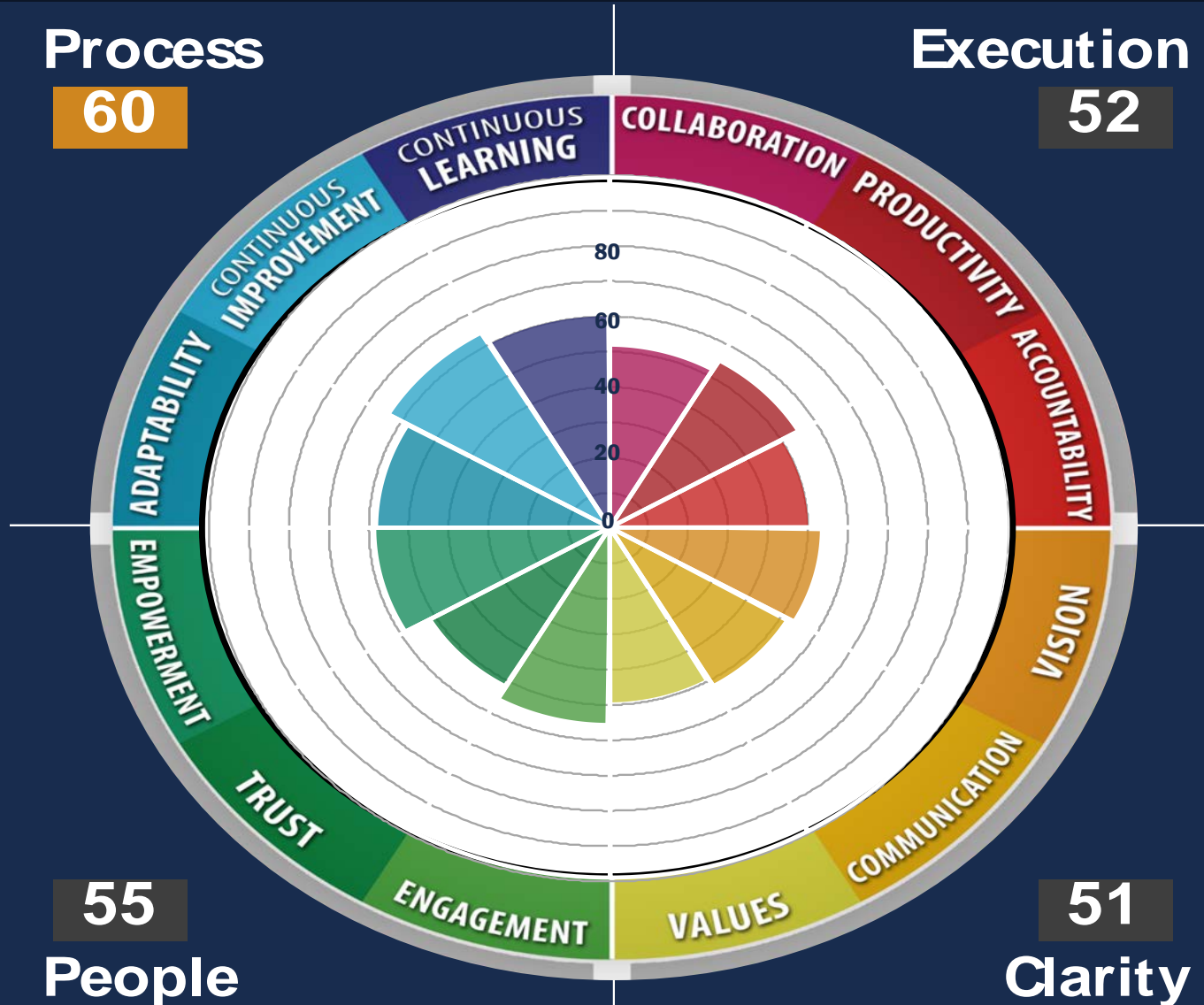
Employee Rank Score by Quadrant

Process

60

Execution

52



Overall Average and Standard Deviation Scores

RANK SCORES Overall Scores		
1	Improvement	78
2	Learning	77
3	Empowerment	76
4	Adaptability	73
5	Collaboration	72
6	Engagement	72
7	Communication	70
8	Vision	69
9	Accountability	69
10	Productivity	68
11	Trust	65
12	Values	55

St. Dev SCORES Overall Scores		
1	Vision	24
2	Accountability	23
3	Collaboration	21
4	Communication	20
5	Improvement	20
6	Adaptability	20
7	Learning	20
8	Engagement	20
9	Empowerment	18
10	Productivity	16
11	Trust	14
12	Values	11

Perspective Average Scores

A

B

C

RANK SCORES

Owner

Rank Scores

Manager/ Leadership

RANK SCORES

Employee

1	Empowerment	96
2	Collaboration	96
3	Learning	95
4	Improvement	94
5	Engagement	93
6	Communication	92
7	Adaptability	91
8	Accountability	91
9	Vision	89
10	Productivity	82
11	Trust	81
12	Values	63

1	Learning	77
2	Improvement	76
3	Empowerment	75
4	Adaptability	71
5	Collaboration	70
6	Communication	68
7	Productivity	67
8	Engagement	67
9	Vision	66
10	Accountability	65
11	Trust	64
12	Values	54

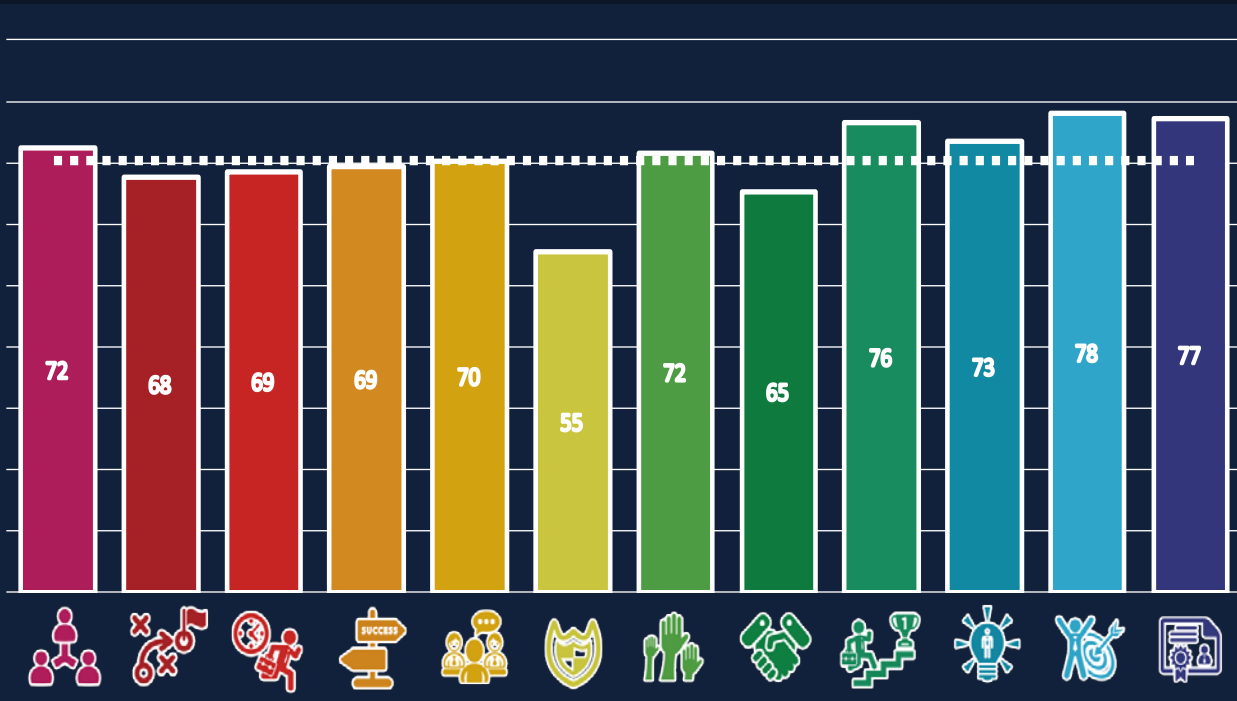
1	Improvement	63
2	Learning	60
3	Empowerment	58
4	Adaptability	58
5	Engagement	55
6	Productivity	54
7	Vision	53
8	Collaboration	51
9	Communication	51
10	Trust	51
11	Accountability	50
12	Values	49

Bar Chart - Overall Perspective

Overall

Storming **70**

Raw Score Rank



1	Improvement	78
2	Learning	77
3	Empowerment	76
4	Adaptability	73
5	Collaboration	72
6	Engagement	72
7	Communication	70
8	Vision	69
9	Accountability	69
10	Productivity	68
11	Trust	65
12	Values	55

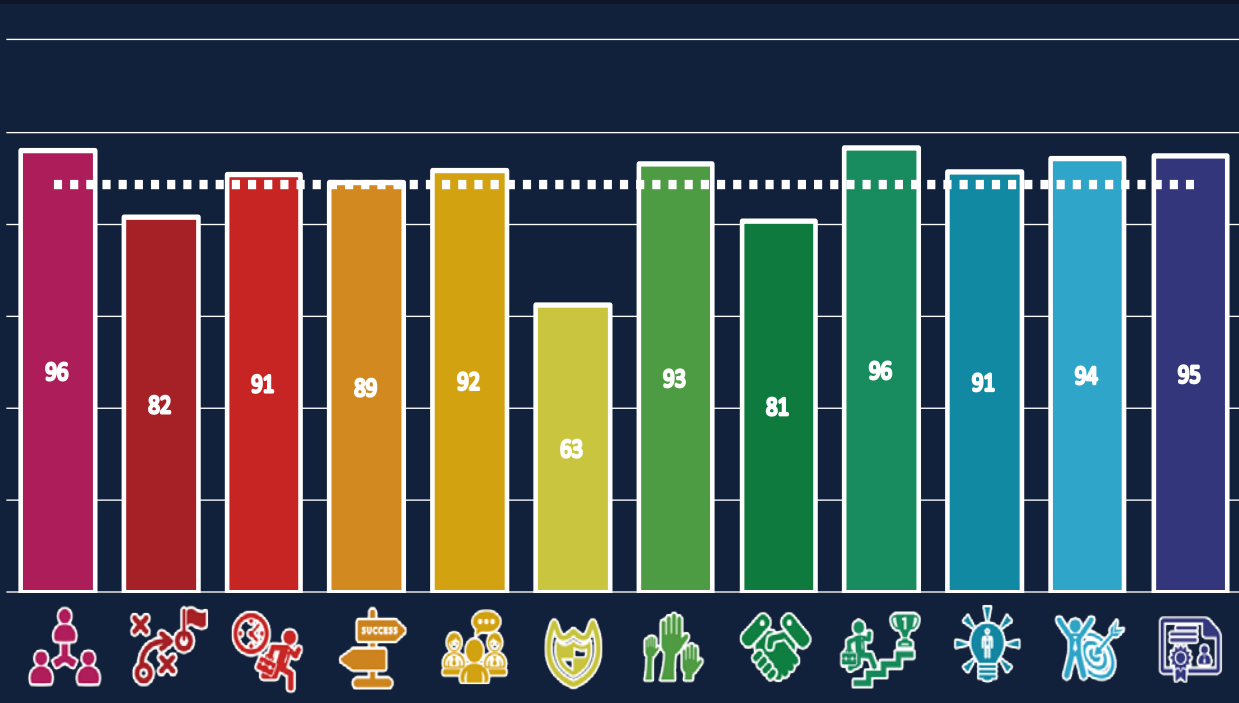
Execution	Clarity	People	Process
-----------	---------	--------	---------

Bar Chart – Ownership Perspective

Owner

Transforming **89**

Raw Score Rank



1	Empowerment	96
2	Collaboration	96
3	Learning	95
4	Improvement	94
5	Engagement	93
6	Communication	92
7	Adaptability	91
8	Accountability	91
9	Vision	89
10	Productivity	82
11	Trust	81
12	Values	63

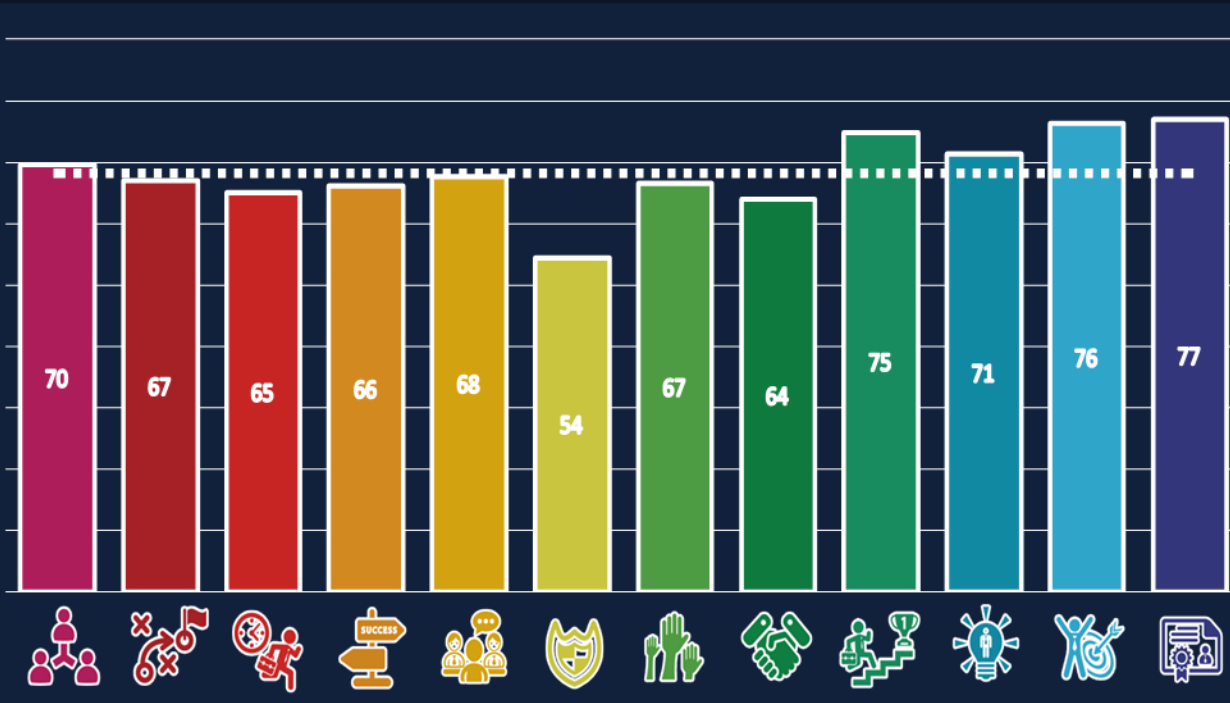
Execution	Clarity	People	Process
-----------	---------	--------	---------

Bar Chart – Leadership Group Perspective

Manager/Leadership

Storming 68

Raw Score Rank



1	Learning	77
2	Improvement	76
3	Empowerment	75
4	Adaptability	71
5	Collaboration	70
6	Communication	68
7	Productivity	67
8	Engagement	67
9	Vision	66
10	Accountability	65
11	Trust	64
12	Values	54

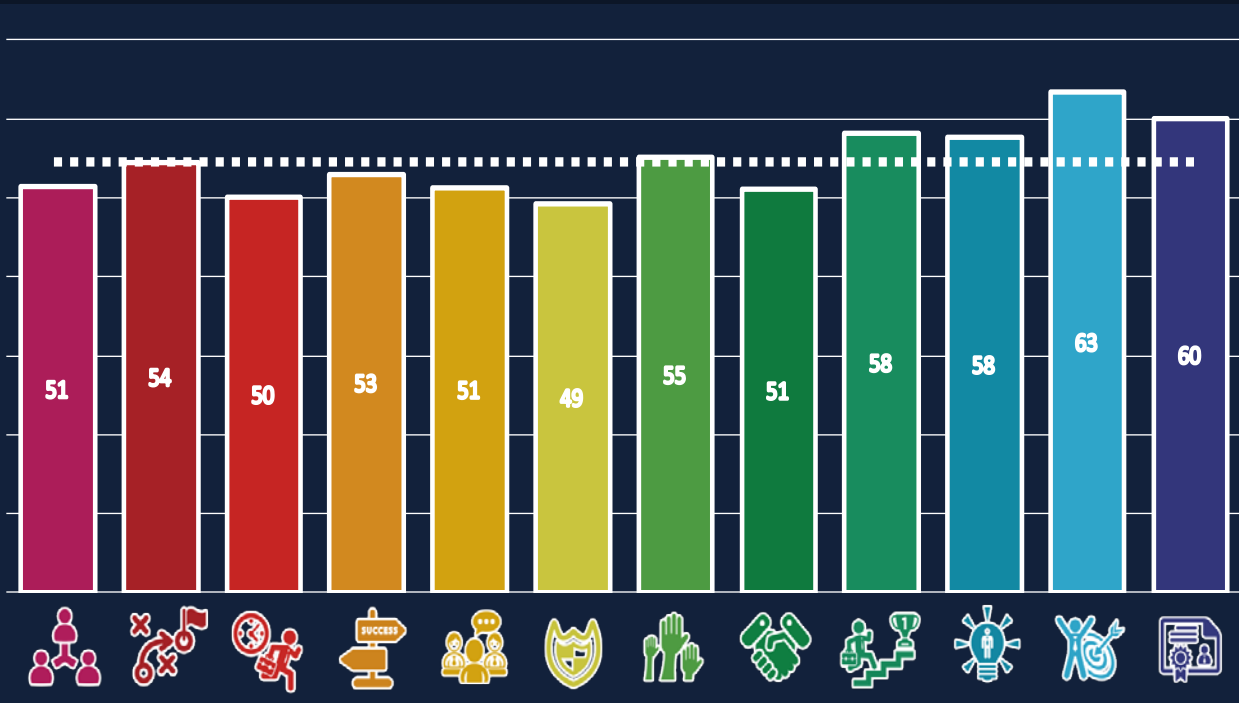
Execution	Clarity	People	Process
-----------	---------	--------	---------

Bar Chart – Employee Group Perspective

Employee

Norming **55**

Raw Score Rank



1	Improvement	63
2	Learning	60
3	Empowerment	58
4	Adaptability	58
5	Engagement	55
6	Productivity	54
7	Vision	53
8	Collaboration	51
9	Communication	51
10	Trust	51
11	Accountability	50
12	Values	49

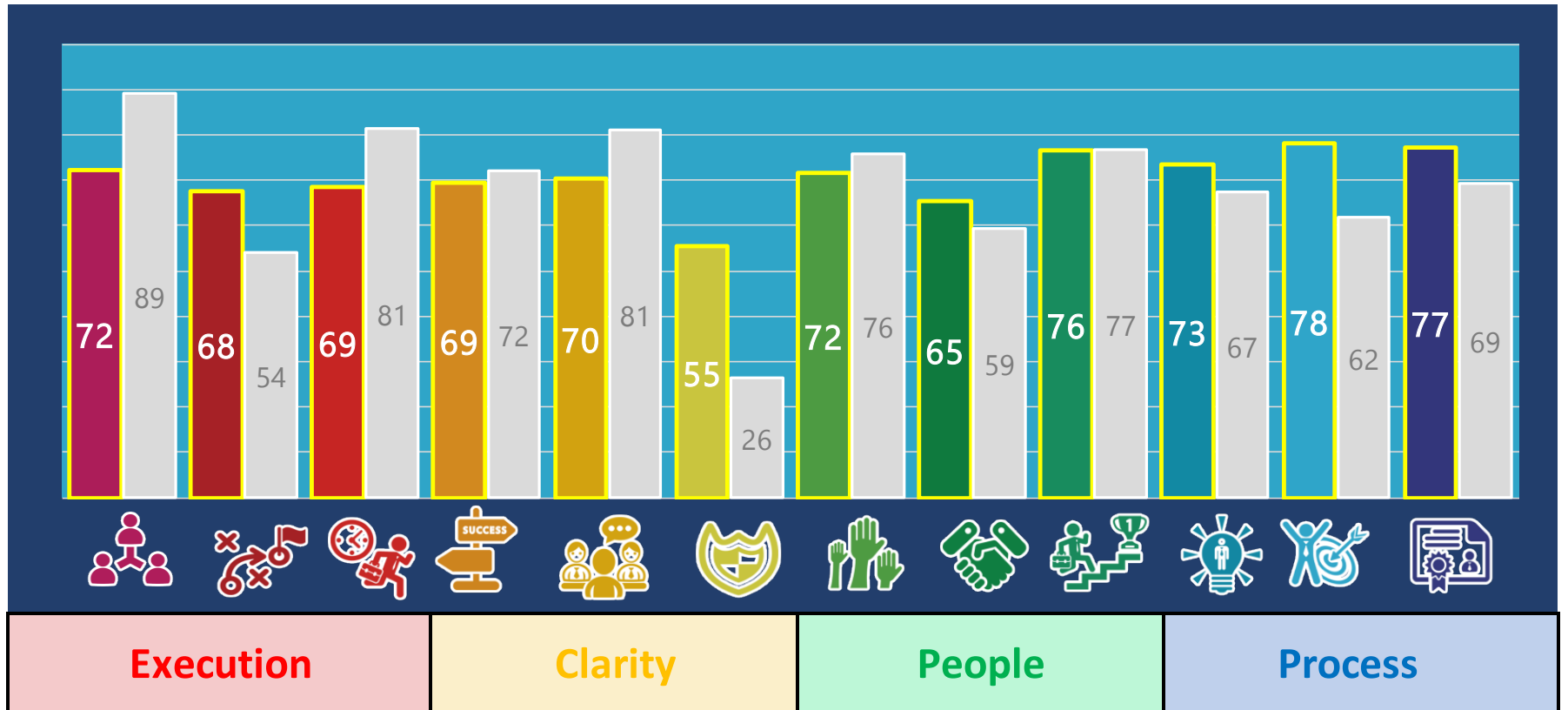
Execution	Clarity	People	Process
-----------	---------	--------	---------

Standard Deviation by Perspective

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

St. Dev Scores		
Employee		
1	Vision	25
2	Accountability	23
3	Improvement	22
4	Collaboration	22
5	Learning	21
6	Communication	21
7	Adaptability	21
8	Engagement	21
9	Empowerment	19
10	Productivity	17
11	Trust	15
12	Values	11

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	96	70	26
Productivity	82	67	15
Accountability	91	65	26
Vision	89	66	23
Communication	92	68	24
Values	63	54	8
Engagement	93	67	26
Trust	81	64	17
Empowerment	96	75	22
Adaptability	91	71	20
Improvement	94	76	18
Learning	95	77	18

Variance Scores

<i>Average score by Element</i>	Owner	Employees	Variance
Collaboration	96	51	45
Productivity	82	54	27
Accountability	91	50	41
Vision	89	53	36
Communication	92	51	40
Values	63	49	13
Engagement	93	55	38
Trust	81	51	30
Empowerment	96	58	38
Adaptability	91	58	34
Improvement	94	63	31
Learning	95	60	35

Variance Scores

<i>Average score by Element</i>	Leaders	Employees	Variance
Collaboration	70	51	18
Productivity	67	54	12
Accountability	65	50	15
Vision	66	53	13
Communication	68	51	16
Values	54	49	5
Engagement	67	55	12
Trust	64	51	13
Empowerment	75	58	17
Adaptability	71	58	14
Improvement	76	63	13
Learning	77	60	17

The HiPO Improvement Path



Potential Alignment Initiative Considerations



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



TRUST

- (1) Trust Audit: Determine if opportunities exist for Trust to grow? (Team Bonding/Team Building)
- (2) Consistency Audit: Evaluate consistency of messaging, policy application and procedures
- (3) Strategic Initiative Review: Evaluate employees confidence in Intermediate/Long-term vision/goals



PRODUCTIVITY

- (1) Performance Management Review: Create/Clarity Roles & Responsibilities
- (2) Management Team Review: Evaluate Management/Leadership skills/competencies and role limits
- (3) Meeting Review: Determine the Effectiveness of existing meetings - Apply best practices for accountability