

## Frequently Asked Questions

### How is it facilitated?

The OMT *Plus* is administered electronically. The results are sent directly to us for immediate analysis.

### Who participates?

Anyone you want! One department, one location, or the entire organization...it's up to you.

### How long does it take to complete?

On average, The OMT *Plus* takes between 15 and 30 minutes to complete. Your employees will be asked to evaluate 12 areas of the organization, not including open ended questions which are optional.

### Is this an employee satisfaction survey?

No! Our goal is not to provide you with a bunch of thoughts and feelings, and then leave you guessing as to what action to take (which is typical of most employee satisfaction surveys). The OMT *Plus* measures actual trends, and having this information will help you take the correction action, right away.

## WHAT ARE YOU WAITING FOR?

The OMT *Plus* Will Help You:

- ◆ Gain a stronger competitive advantage over your competition
- ◆ Increase productivity and effectiveness
- ◆ Take action on areas that require management's attention
- ◆ Show your employees that their opinions matter
- ◆ Increase your ability to attract, develop and retain the best employees
- ◆ Eliminate the fears or concerns employees might have about the future
- ◆ Open lines of communication and build stronger trust with employees
- ◆ More accurately predict future trends

### ABOUT

#### COMPASS COACHING & DEVELOPMENT

We are an organizational development firm focused on helping our clients develop what's referred to as *The 12 Foundations of High-Performance*. For more information about how The OMT *Plus*, or any of our services can help your organization, please contact us today.

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PLUS

the questions you have ◆ the answers you need



The Organizational Measurement Tool *Plus* is an innovative assessment that provides you with critical information AND helps you take action to strengthen the foundations of your organization



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## Areas of Measurement

*The OMT Plus will provide you with critical information related to the following areas of your organization:*

### Why the “Plus?”

The OMT Plus does for your organization what other surveys or assessments simply do not. Not only will you receive critical data regarding your organization’s current state and its future, but The OMT Plus will analyze everything for you so you know exactly what it means AND help you to take the proper action in areas that require management’s attention.

### Additional Benefits of The OMT Plus:

- Ability to strategically analyze results by department, location, length of employment, etc.
- Statements and categories already created and designed
- Option to incorporate open-ended questions
- Provides objective data so you can take proper post-analysis action
- Credibility and anonymity of a 3<sup>rd</sup> party
- In-depth final report including proposed action plan presented to stakeholders

<b>PERSONAL ACCOUNTABILITY</b>	<b>PROACTIVE CHANGE</b>	<b>EFFICIENCY &amp; PRODUCTIVITY</b>
<i>STRONG TRUSTING RELATIONSHIPS</i>	<i>AN ENVIRONMENT OF LEARNING</i>	<i>EFFECTIVE DECISION MAKING</i>
<b>PROPERLY EMPOWERED WORKFORCE</b>	<b>INTERNAL &amp; EXTERNAL CUSTOMER FOCUS</b>	<b>RESOLVING CONFLICT SUCCESSFULLY</b>
<i>OPEN &amp; HEALTHY COMMUNICATION</i>	<i>COMMITMENT TO A COMMON VISION &amp; GOALS</i>	<i>POSITIVE &amp; RESILIENT ATTITUDES</i>

### Why These 12 Areas?

Years of research and experience working with organizations of all sizes and in varying industries has helped us to identify the most critical areas of any organization, which we call The 12 Foundations of High-Performance. When your organization is efficient in these areas, there is a direct correlation to a higher level of employee engagement, more skilled and proactive leaders, and a stronger level of synergy throughout.

The OMT Plus evaluates your organization’s strengths and weaknesses in relation to The 12 Foundations of High-Performance, giving you the knowledge to make important decisions that will affect your organization’s long-term growth, profitability, and overall success.

