

Organizational Diagnostic Survey Executive Summary

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Introduction

In today's dynamic business landscape, adaptability and growth are vital for long-term success. This comprehensive survey, based on two decades of organizational analysis, has scrutinized 28 common challenges falling into three overarching categories: People, Process, and Planning. These challenges impact various organizational levels, and this report serves as both an illumination of current hurdles and a roadmap for addressing them.

Survey Respondent Details

- 91 respondents participated in the survey, representing various roles within the company.
- 32% of respondents chose not to share their name, highlighting an area of interest for further exploration.
- An impressive 91% of the targeted quantity participated, indicating a willingness to engage and contribute.

Category Scores

- Process-related challenges dominate, followed by Planning and People.
- 22 out of 28 Categories have significant challenges, with roughly 75% or more respondents identifying current issues.

Top 5 Analysis

- Process-related challenges are predominant in the Top 5, suggesting their significance.
- Delegation and Sales Strategy Development stand out as top concerns.
- Waste is recognized as a challenge but isn't prioritized in the Top 5, possibly indicating complacency or a lack of effective solutions.
- Employee-related Categories are notably absent from the Top 5, except for Time Management.

Category Score Details

- Categories receiving many "Other" responses deserve deeper exploration, as they may contain critical challenges not captured by the survey scenarios.
- Discrepancies between Project Information Gathering and Planning and Preparation scores warrant investigation.
- Workgroup Management challenges reveal differences in Team Leader skills within the organization.

Scenario Popularity

- Waste is frequently selected but doesn't rank high in the Top 5, suggesting potential complacency.
- Delegation and Collaborator Skills scenarios are popular, emphasizing their importance.
- Some scenarios, like Priority Management, resonate strongly with respondents, warranting further exploration.
- Organizational-level scenarios account for 17.8% of challenges, reflecting their impact.
- Contradictory data regarding Organizational Positioning should be examined more closely.
- Sales Strategy Development and Barrier Elimination are top-priority Categories despite not having scenarios in the Top 25 most common scenarios list, highlighting their significance.

Category to Top 5 Relationships

Anomalies exist in the relationship between scenario frequency and Top 5 Category selection, indicating areas where perception doesn't align with actual challenges.

Scenario Selection Sort Observations (Table 1)

- Collaborator Skills, Employee Awareness, Planning and Preparation, Organizational Positioning Development, Directional Efficiency, Waste, and Decisions received high scenario selections but few Top 5 selections, suggesting they might be underestimated despite being prevalent challenges.
- Sales Strategy Development, Curriculum Development, Project Information Gathering, and Intentional Isolation Strategy Development received fewer scenario selections but more Top 5 selections, indicating their perceived importance might be higher than the data suggests.

Scenario Selection Sort Observations (Table 2)

- Sales Strategy Development, despite low scenario selections, ranked third in the Top 5 selections, emphasizing its strategic importance.
- Departmental Positioning Development had moderate Top 5 selections but fewer scenario selections, potentially indicating a gap in perception.
- Collaborator Skills had high scenario selections and a significant presence in the Top 5 selections, highlighting its importance.

Conclusions

- The prevalence of process-related challenges underscores the need for streamlining workflows and enhancing operational efficiency.
- Sales Strategy Development and Delegation are key areas of concern, requiring strategic attention and training initiatives.
- Waste management strategies should be reevaluated, bridging the gap between recognition and action.
- Employee-related challenges, such as Employee Awareness and Time Management, necessitate comprehensive training programs.

Interpretations

- Collaborative skills and cross-functional teamwork are critical, as evidenced by high scenario selections.
- Senior management should focus on organizational positioning and strategic decision-making.
- Anomalies between perceived importance and actual challenges indicate areas requiring closer examination.

Recommendations

- Implement Methodologies to optimize processes.
- Invest in strategic sales training programs.
- Conduct collaboration workshops to enhance teamwork.
- Offer comprehensive employee training programs.
- Refine waste management strategies.
- Provide time management workshops and tools.
- Offer cross-functional training for workgroup management.
- Promote a culture of data-driven decision-making.
- Invest in strategic planning initiatives.
- Provide senior leadership training to improve strategic decisions.

In conclusion, this report offers a comprehensive overview of the organizational challenges your company faces. While process-related challenges are prevalent, other critical issues and anomalies warrant further investigation. Understanding these challenges is the first step toward addressing them strategically and ensuring your organization's continued growth and success. It is recommended to delve deeper into specific areas and engage in proactive measures to overcome these challenges effectively.

Who are we?

Established in 2003, **Innovative Management Tools (IMT)** has evolved over two decades, originally focused on creating survival tools for project problem-solving. It later expanded its mission to assist organizations in overcoming challenges and embracing change, broadening its scope to include middle management, whole organizations, and individual employees.

In 2012, IMT ventured into problem-solving sales, aligning with their core problem-solving ethos. This exploration led to the integration of brain science, sales strategies, and change management into a comprehensive approach.

The global pandemic in 2020 prompted IMT to delve into neuroscience, resulting in the creation of a Problem-Solving Selling book that combines processes, brain science, coaching, storytelling, trust-building, and the buying process.

By late 2022, IMT digitized its 20+-year-old change management tools, placing it at the intersection of digital change management tools, problem-solving sales, and neuroscience insights as it celebrated its 20th anniversary. This transformation reflects IMT's dedication to helping organizations navigate change and solve problems innovatively.

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