



Why BDI Organization & Team Metrics?

BDI Organization and Team Metrics services identify strengths and gaps between organizational strategy, people, behaviors, and processes. Our comprehensive approach will assist you to determine priorities, identify solutions, and establish metrics to monitor your objectives.

focus Organization & Team Metrics Features and Benefits

- **Ask the Important Questions:** BDI's instruments are comprehensive and research-based. Measure the factors that create performance and satisfaction: Organization Commitment, Career Development Opportunities, Rewards, and more. Focus in on the varying needs of different work groups and all significant slices of your organization.
- **Streamline Data Analysis:** Quickly and easily analyze large amounts of qualitative and quantitative data using our flexible reporting capabilities.
- **Provide Actionable Data:** Statistical data and comments provide your leaders with objective data designed to suggest the proper solutions or avenues for further clarification.
- **Begin Problem Resolution Immediately:** BDI provides your leaders with a systematic, compelling action planning process that translates your data into plans to address the most pressing issues.
- **Benchmark Progress, Detect Trends:** BDI Metrics are designed to keep working for you all year long. Create a baseline and then monitor the evolving trends, positive and negative, over time. Detect roadblocks and respond to challenges early on.
- **Tailor Your Metrics:** Build your metrics three different ways: 1) Select one of BDI's research-based, comprehensive instruments, 2) Choose only the questions you want from our Metrics Question Library, or 3) Develop completely customized surveys.
- **Select From Varying Levels of Support:** Determine the level of independence you want. The assessments can be built, implemented, and maintained from the client side or by our staff of experts. Regardless of your choice, BDI experts can be accessed to answer your questions.
- **High-end Services Available:** We can analyze your surveys and write recommendations and summaries, perform sophisticated statistical analysis, content analyze survey open-ended comments, and much more.

focus Standard Instruments Are Ready For Easy On-Line Administration:

Organization Effectiveness Assessment (OEA)—Gather valuable feedback on:

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|------------------------------------------|-------------------------------------|-----------------------------------------------|
| ■ Organization Mission, Values, Strategy | ■ Information-Communication Systems | ■ The Leadership |
| ■ Competitive Positioning | ■ Talent Management | ■ Employee Satisfaction |
| ■ Organizational Structure/Systems | ■ Decision Making Systems | ■ Overall organization effectiveness quotient |
| | ■ Teamwork and Support | |

Add up to 10 customized questions specific to your organization. Utilize on-line and/or scanned surveys. If you wish, we will prepare an in depth final report and facilitate survey feedback and action planning.

Team Effectiveness Assessment (TEA):

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|-------------------------------|---------------------------|---------------------------------------|
| ■ How the team works together | ■ How they are organized | ■ The work processes |
| ■ How decisions are made | ■ Communication channels | ■ Mission and Strategy |
| ■ Rewards and recognition | ■ Selection & development | ■ General team effectiveness quotient |

Add up to 5 customized questions specific to the team. You also receive an in depth final report and the comprehensive Action Planning Guide to begin working on the most pressing team issues.



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