



Tools	Description	1) Behind Plan 2) Poor Performance 3) Best Culture 4)Planning
1) Culture Assessment Tool	Identifies culture alignment; compares individuals, teams, departments, BU's, organizations, or countries. Identifies the culture preferences of top performers.	1,2,3,4
2) Sales Culture Assessment	Same as above, but sales related, with sales specific questions and issues. Based on the research behind HBR's Special Double Issue Sales, July-August 2006	1,2,3,4
3) Audits: Strategy, Culture, Capability, Structure & other	Templates & surveys that diagnose strategic alignment.	1,2
4) Web-based Net Promoter Surveys	Takes a quick pulse check of employee engagement & support. Identifies problem areas	1,2,3
5) Values Selection Tool	When recruiting, identifies the value alignment of candidates to the organization. Can compare individuals, teams, departments, BU's, or organizations.	2,3
6) Behavioral Interviewing	Minimizes the 'Peter Principle'. Capability alignment. Matches people to jobs based on capability	2,3
7) Engagement Survey	Identifies the Engagement level of an organization	2,3

8) Engagement Calculator	Identifies the dollar impact of improving engagement scores	2,3
9) Performance Calculator	Identifies the dollar impact of Culture, Capability & Context projects which move the performance curve to the right by increasing the number of A & B players, while reducing the number of C & D Players.	2,3
10) Job Profiling	Methodology, Tools & Templates to plan roles, responsibilities, measures & goals. Focal point for Change Mgt.	1,2,3
11) "Peter Principle" Capability Gaps Tools; (Innovation Support)	Methodology, Tools & Templates to define the capability required to execute current & future needs.	2,3
12) Job/Person Match Tool	Compares a job's Capability standard with the capability of potential candidates.	2,3
13) inSIGHT Recruiting Platform	Web-based platform used to compare candidates alignment with the desired culture and values.	3
14) Web-based Performance Management	Web-based platform to integrate Goals, performance appraisal, 9-block ranking, and development needs	3