

# Organizational Diagnostic

*Transforming data into action*



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# Build a **clear path** to achieve your **business objectives** and improve your organization's **overall health**.

After General McChrystal's success implementing the Team of Teams framework while leading the Joint Special Operations Command, he wanted to know: what were the key characteristics of the organization that allowed it to be successful – and how could he speed that success in the future?

McChrystal Group's diverse team of academics, statisticians, and business leaders developed their proprietary Organizational Diagnostic to answer those questions. By combining the Team of Teams framework, academic study, practical experience from battlefields to boardrooms, and cutting edge analytical methodology, the Organizational Diagnostic provides the ultimate assessment of organization's adaptability, resiliency, and overall ability to perform.

## Address your toughest challenges...

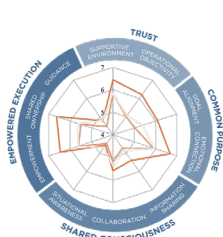
### EVERGREEN OPPORTUNITIES

- Increase efficacy and speed execution by eliminating bottlenecks, strategic disconnects, and unclear decision space
- Drive improved leadership behaviors
- Increase employee engagement & retention
- Optimize processes

### EVENT-DRIVEN OPPORTUNITIES

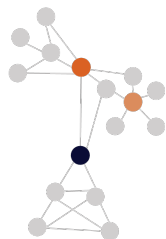
- Crisis response
- Mergers & acquisitions
- Digital transformation
- Restructuring & integration

## ...with our industry leading analytics.



### PERFORMANCE ANALYSIS

*Understand how employees perceive the organization and its leaders*



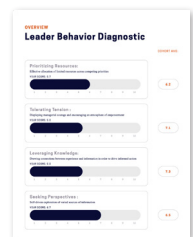
### NETWORK ANALYSIS

*Uncover how each individual works together within the organization*



### QUALITATIVE ANALYSIS

*Gain organization-specific context to support the quantitative data*



### LEADER BEHAVIOR DIAGNOSTIC

*Discover the path to catalyze your leadership development*

# Organizational Diagnostic Results

## Case Study: Launching a New Venture in an Oil & Gas Company

### THE SITUATION

McChrystal Group partnered with a Fortune 50 Oil & Gas company as it launched a group tasked with executing the company's largest growth ventures.

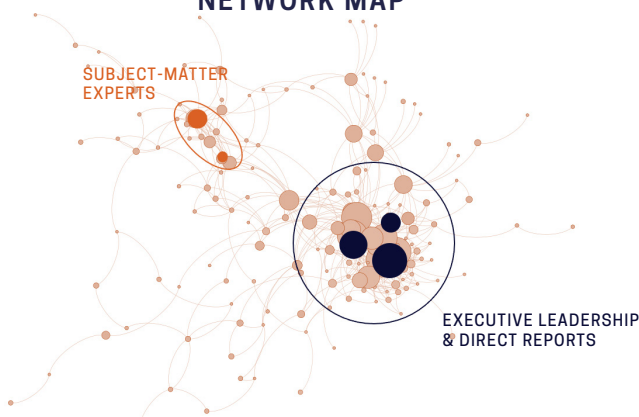
#### KEY FINDINGS

- Team's leadership had unclear idea of key stakeholders needed for team's success
- Component groups lacked unifying strategy, integration, and information-sharing processes
- Employees felt they lacked the actionable information necessary to do their jobs

#### SOLUTIONS

- Vertically and horizontally align the organizations joining the team on objectives and strategic goals within a common framework to achieve earnings targets
- Establish an operating rhythm of synchronization forums that map information flow across facilities to support decision-making and coordinated execution
- Develop, share, and implement knowledge within a forward-looking ecosystem with information that is relevant, timely, and accessible

#### INITIAL INFORMATION NETWORK MAP



#### KEY TAKEAWAY

Clustering of a small number of senior leaders highlighted in blue represents a disconnect between leaders and the broader fragmented network.

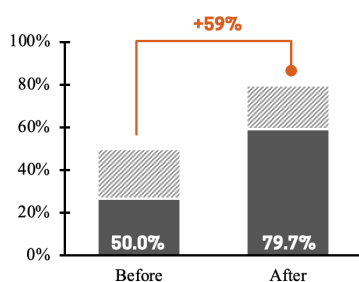
#### INFORMATION NETWORK MAP POST INTERVENTION



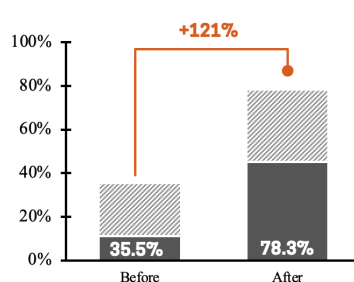
#### KEY TAKEAWAY

A more even distribution of influential individuals across the network represents improved leveraging of key stakeholders and subject matter experts.

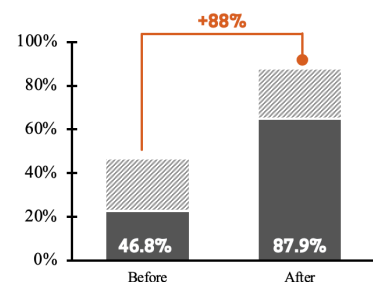
*Company routinely articulates the status of organizational objectives*



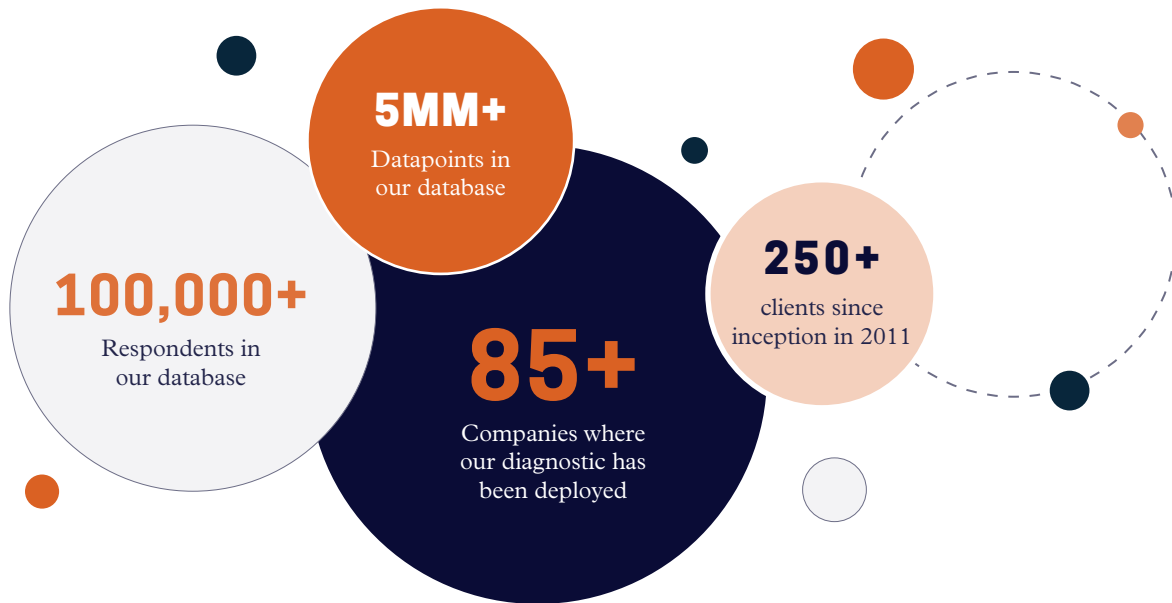
*Company knowledge is easily accessible to all employees*



*There are processes in place to disseminate new information throughout the organization*



# The Organizational Diagnostic is your **tried and tested** measurement tool to transform data into action.



EXAMPLE TIMELINE				
	Weeks 1 -2	Weeks 3 -4	Weeks 5 - 6	Weeks 7 -8
<b>Diagnostic Survey</b>	Scoping & Customization	Deployment	Analysis & Refinement	Outbrief
<b>On-Site or Virtual Engagement</b>	Key Leader Interviews	On-Site Observations	Network Influencer Interviews	

*Proprietary evaluation analyzes and integrates organizational processes and performance, as well as network influencers and qualitative context.*

## WHAT IS INCLUDED

The Organizational Diagnostic includes:

- Synthesized and integrated analysis of your organization’s processes, networks, and people
- Actionable roadmap for addressing challenges and leveraging information
- Leader Behaviors Diagnostic for your key leaders and influencers



**This was the most powerful snapshot of the company we’ve had in years since we structured. The insights out of this assessment are actionable in a way that our engagement survey has never been.**

CEO

Global Engineering Firm, on our Organizational Diagnostic

# McChrystal Group

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**McChrystal Group** assesses, equips, and connects your teams to outpace your competition, your competitors, and your next challenge. We help organizations leverage human potential to achieve business outcomes by applying our Team of Teams framework to three critical areas: developing your leaders, implementing strategy, and measuring your organization's performance.

Here are some of our **partners**.

**ExxonMobil**

MONSANTO



**intuit**

Contact [insights@mcchrystalgroup.com](mailto:insights@mcchrystalgroup.com) today to join other leading companies on the path to understanding your organization.