ORGANALYTIX

Solve the Mysteries of Team Behavior

www.ORGANALYTIX.com

TEAM BEHAVIORS Are Often Puzzling

- **TOP PERFORMERS** are promoted and their team's productivity and morale decreases
- **KEY NEW HIRES AND LEADERS** are ineffective
- **TALENT-RICH TEAMS** are unable to drive innovation
- **AVERAGE PERFORMERS** leave and their teams struggle or collapse
- **WELL PLANNED TRANSFORMATIONS** are unsuccessful, in fact 75% of all Change Programs fail to achieve productivity goals[1]
- **8 out of 10 M&A INTEGRATIONS** do not realize the expected synergies mainly due to *cultural misalignments* [2,3]

Employee relationships strongly influence "company culture" and are highly predictive of **TEAM BEHAVIOR**[4]

1 Forbes / Tower Watson survey - Change & Communication ROI 2013-2014 study
2 The M&A Paradox: Factors of Success and Failure in Mergers and Acquisitions by Yaakov Weber, Christina Oberg, and Shlomo Tarba - FT Press
3 Deloitte M&A Trends 2015 Report
4 'Informal Networks: The Company Behind the Chart', Harvard Business Review, July-August 1993

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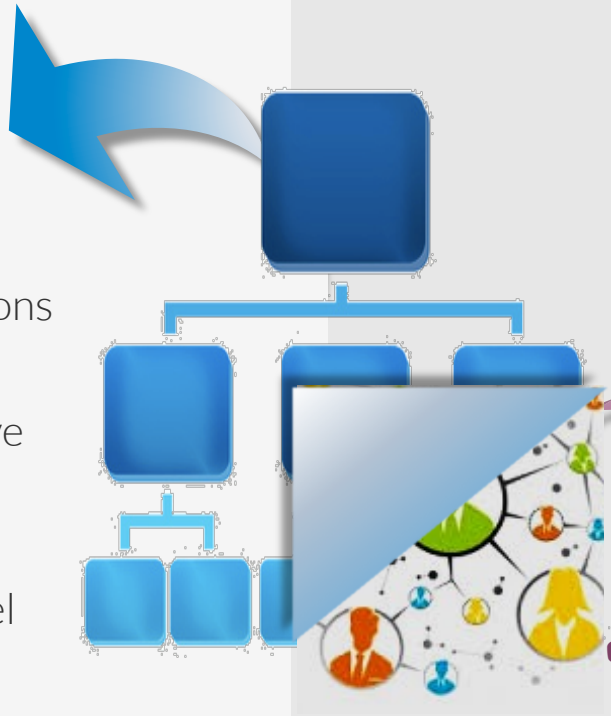
Why Unintended TEAM BEHAVIORS Develop[5]

How Companies Operate:

- Build **Org Structure** for stable, predictable operations
- Believe individual **Performance Metrics** drive team success and accountability
- Use **"gut feel"** in personnel and team decisions
- Assume **"trust" extends** beyond direct reports



How Teams Act:

- ✔ **Adapt** quickly to meet constant change and delivery stresses
- ✔ **Form relationship networks** across org & reporting boundaries
- ✔ **Build trust** separate from reporting hierarchies
- ✔ **Individuals take on roles** separate from job responsibilities

5 'Informal Networks: The Company Behind the Chart', Harvard Business Review, July-August 1993

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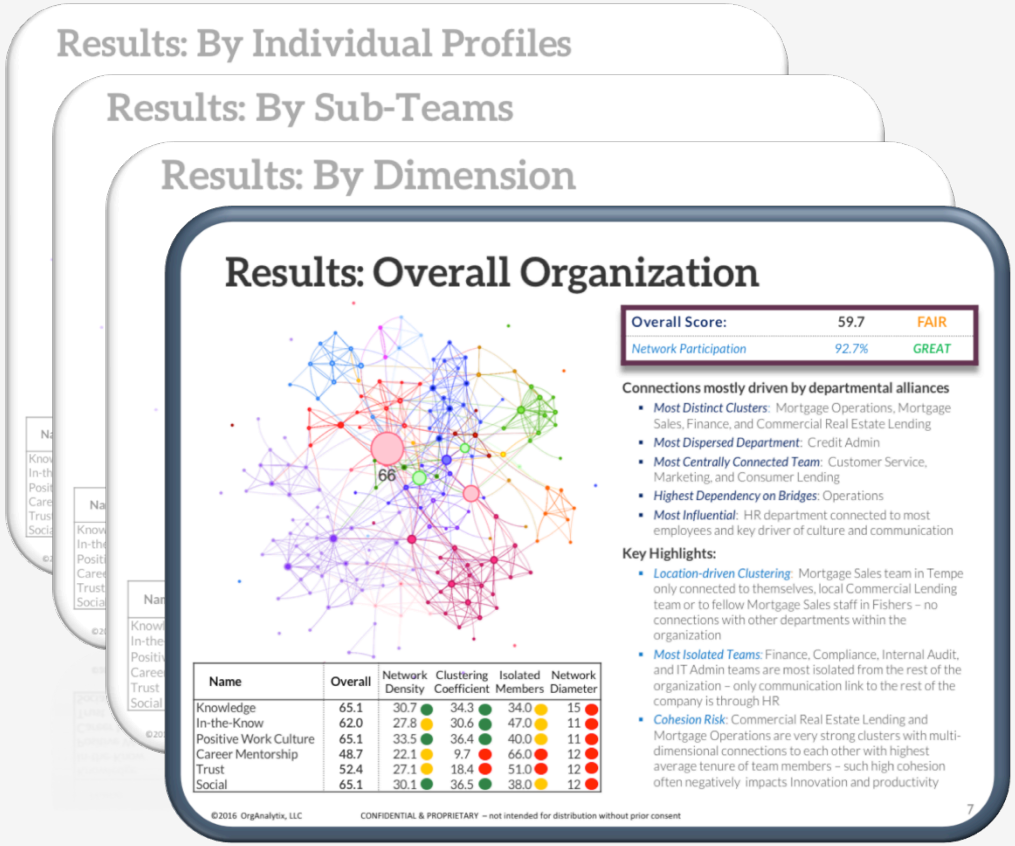
Discover Hidden Employee Roles....

… With Our World-Class Solution

Real-Time Analysis and Exploration of TEAM BEHAVIOR and EMPLOYEE ROLES



Simple Data Collection
Powerful results derived from a fast, easy-to-administer 6-question pulse survey

World Class Algorithms
Proprietary application of algorithms traditionally used for *Neural Network Mapping* or *Infectious Disease Control*

Automated Tools
Gap analyses, metrics, scorecards, findings and recommendations

Real-Time Exploratory Capabilities
Deep dive evaluations of key roles, team interactions and relationships

SaaS Architecture
24/7 access, with secure & encrypted connections

Direct Quantifiable Impact
Optimize teams to leverage strengths, fill gaps and mitigate risks to success

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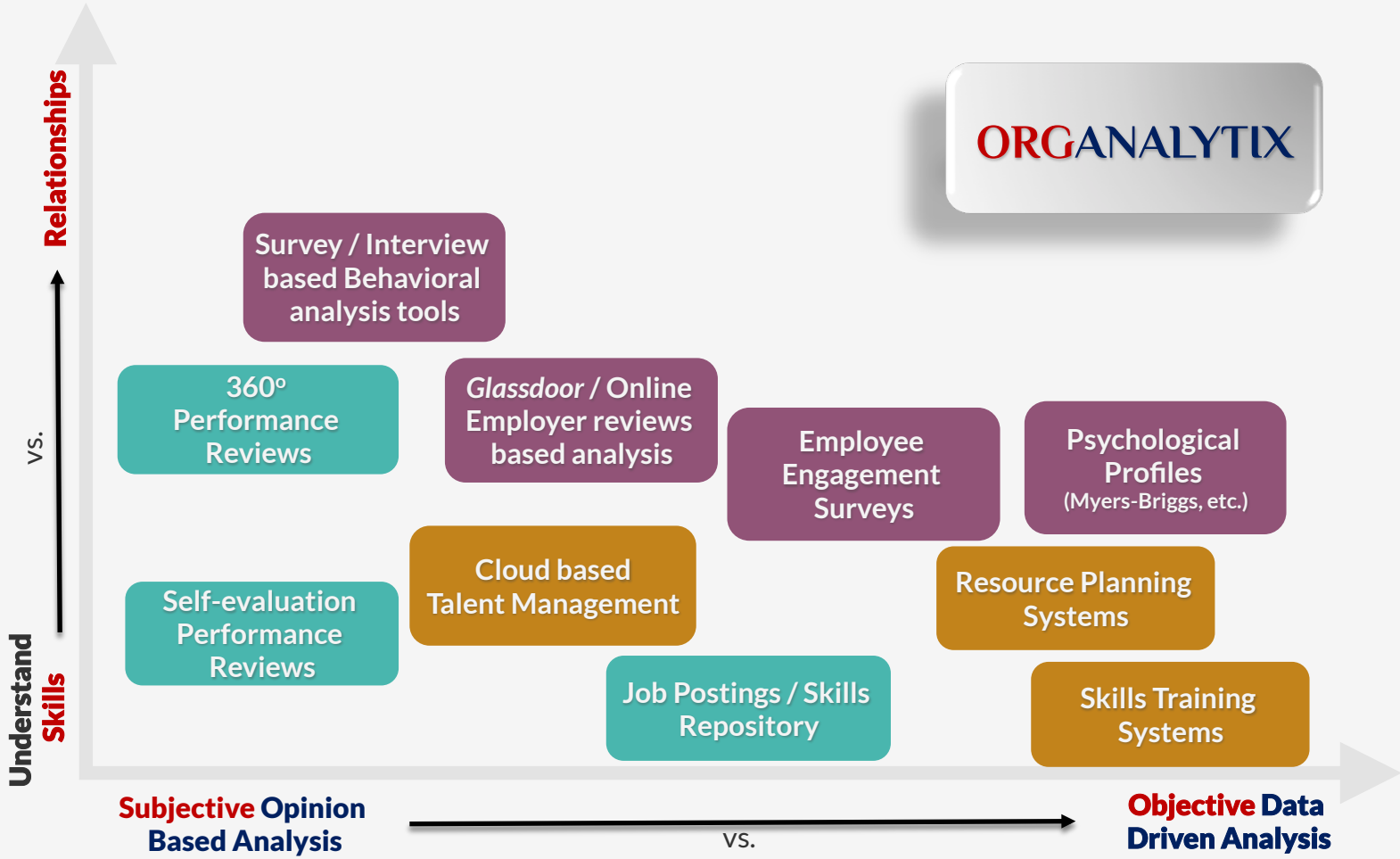
Data-Driven Decision Making

Complements & Enhances the Effectiveness of Existing Tools



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Fast & Easy Implementation

Identify Strategic Objectives & Goals

Send Pulse Survey

In-Depth Analyses via Proprietary Algorithms

Interactive Meeting to Discuss Initial Findings

Final Results Meeting / Client Platform Access

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Solve the Mysteries of TEAM BEHAVIOR

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- ☑ Promote strong performers who are also **TRUSTED** and **WELL CONNECTED**
- ☑ Equip new hires and leaders with **KEY EMPLOYEE CONNECTIONS** to ensure success
- ☑ Balance talented teams with **TRUST, INNOVATION** and **MENTORSHIP**
- ☑ Understand that **KEY TEAM PLAYERS MAY NOT BE TOP PERFORMERS**, but provide essential team dynamics
- ☑ Plan re-orgs to **ENHANCE EXISTING TEAM DYNAMICS** and strengths
- ☑ Target M&A integration programs to **BUILD ON TEAM STRENGTHS** and **ADDRESS SPECIFIC AREAS FOR IMPROVEMENT**

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