



ORGANALYTIX

Solve the Mysteries of Team Behavior

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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 goals¹
- ❑ **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

Why Unintended TEAM BEHAVIORS Develop⁵

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

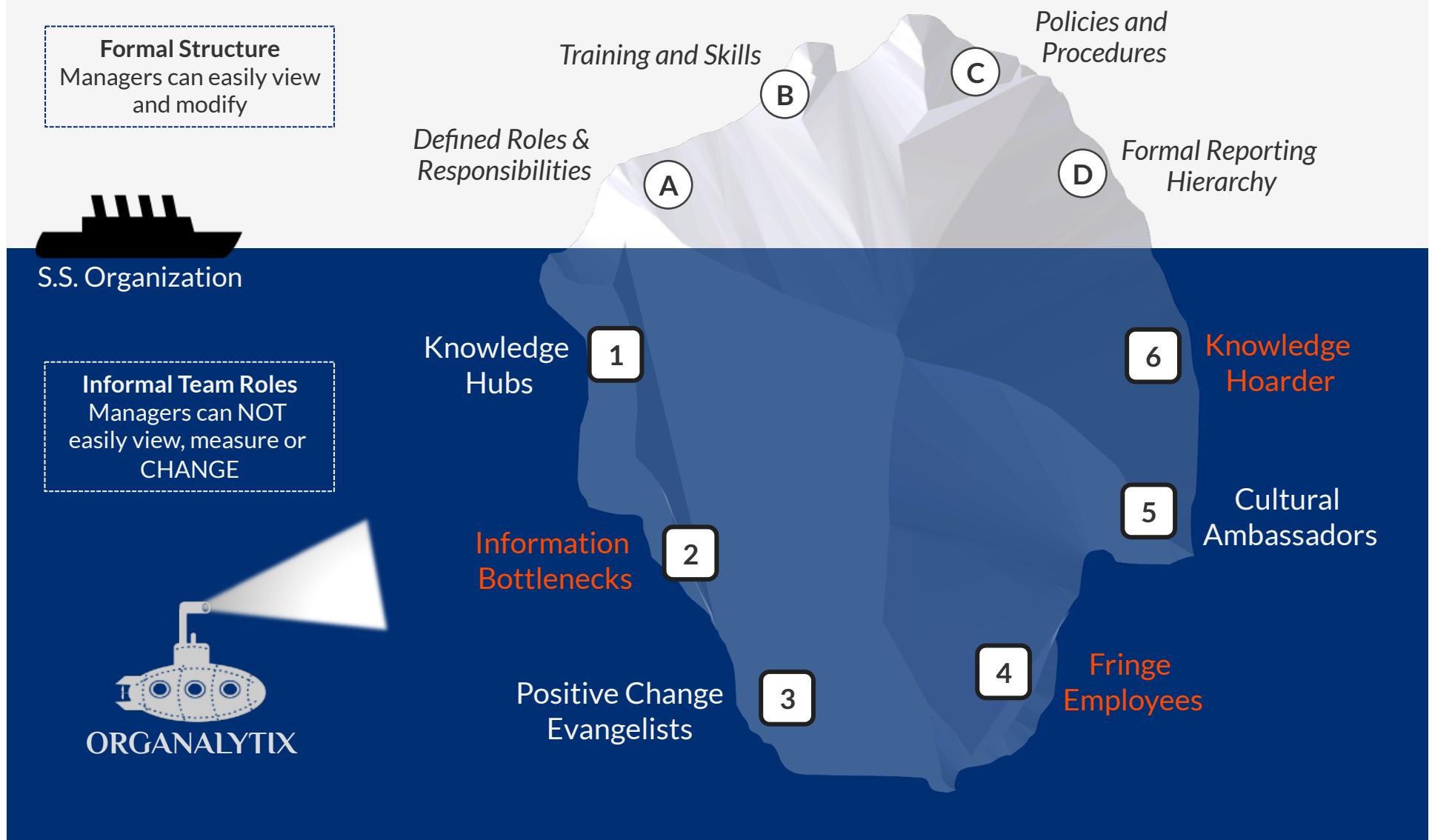


How Teams Act:

- ✓ **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

Discover Hidden Employee Roles....



... With Our World-Class Solution

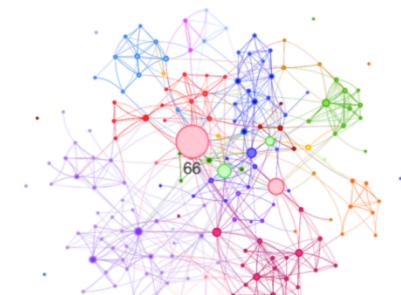
Real-Time Analysis and Exploration of TEAM BEHAVIOR and EMPLOYEE ROLES

Results: By Individual Profiles

Results: By Sub-Teams

Results: By Dimension

Results: Overall Organization



Overall Score:	59.7	FAIR
Network Participation	92.7%	GREAT

Connections mostly driven by departmental alliances

- **Most Distinct Clusters:** Mortgage Operations, Mortgage Sales, Finance, and Commercial Real Estate Lending
- **Most Dispersed Department:** Credit Admin
- **Most Centrally Connected Team:** Customer Service, Marketing, and Consumer Lending
- **Highest Dependency on Bridges:** Operations
- **Most Influential:** HR department connected to most employees and key driver of culture and communication

Key Highlights:

- **Location-driven Clustering:** Mortgage Sales team in Tempe only connected to themselves, local Commercial Lending team or to fellow Mortgage Sales staff in Fishers – no connections with other departments within the organization
- **Most Isolated Teams:** Finance, Compliance, Internal Audit, and IT Admin teams are most isolated from the rest of the organization – only communication link to the rest of the company is through HR
- **Cohesion Risk:** Commercial Real Estate Lending and Mortgage Operations are very strong clusters with multi-dimensional connections to each other with highest average tenure of team members – such high cohesion often negatively impacts innovation and productivity

Name	Overall	Network Density	Clustering Coefficient	Isolated Members	Network Diameter
Knowledge	65.1	30.7	34.3	34.0	15
In-the-Know	62.0	27.8	30.6	47.0	11
Positive Work Culture	65.1	33.5	36.4	40.0	11
Career Mentorship	48.7	22.1	9.7	66.0	12
Trust	52.4	27.1	18.4	51.0	12
Social	65.1	30.1	36.5	38.0	12

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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



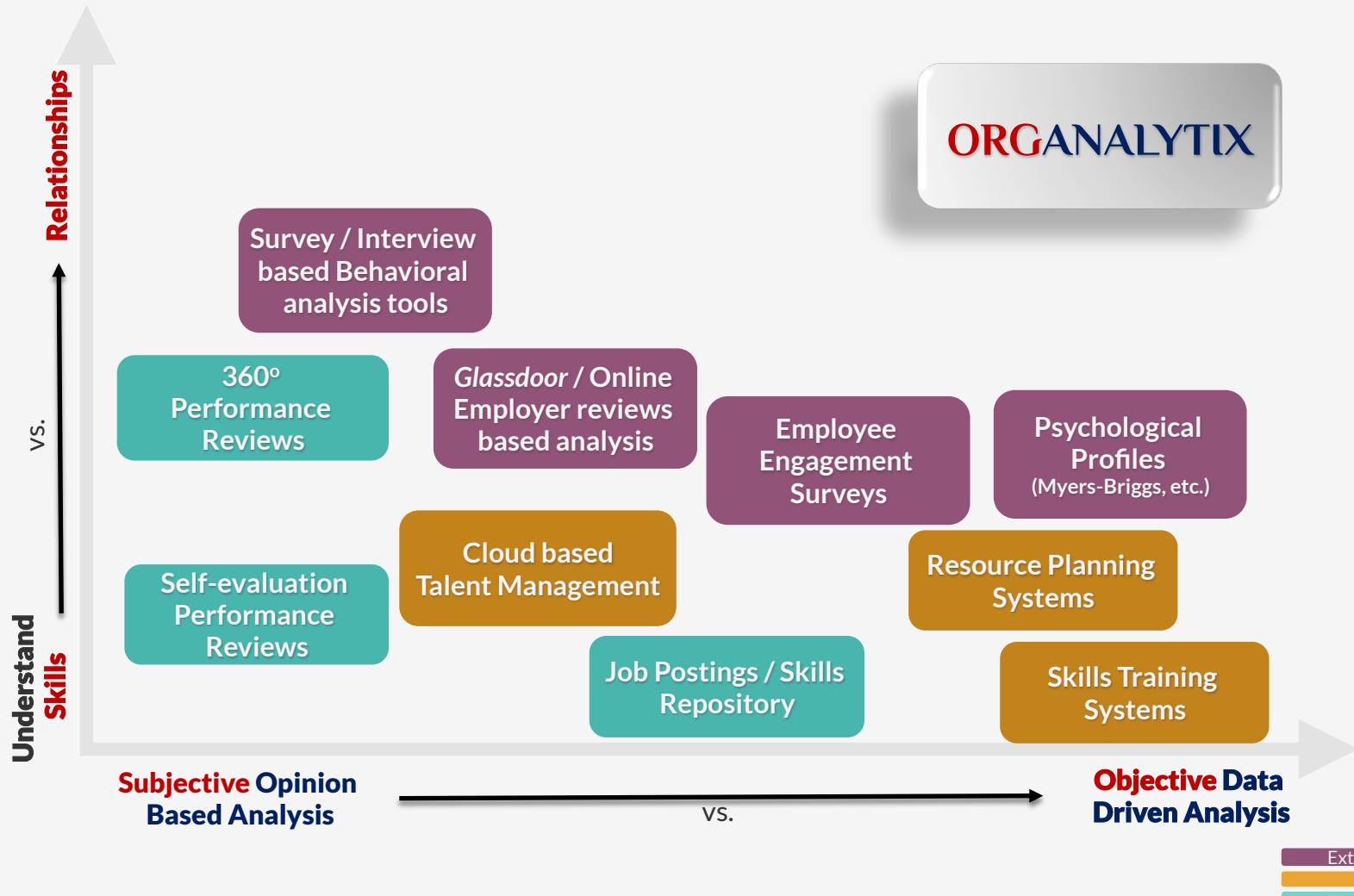
Direct Quantifiable Impact

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



Data-Driven Decision Making

Complements & Enhances the Effectiveness of Existing Tools



Fast & Easy Implementation



01 Identify Strategic Objectives & Goals

02 Send Pulse Survey

03 In-Depth Analyses via Proprietary Algorithms

04 Interactive Meeting to Discuss Initial Findings

05 Final Results Meeting / Client Platform Access

Solve the Mysteries of TEAM BEHAVIOR



ORGANALYTIX

- 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**

Contact Us



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