

s [CAN] sitive DIAGNOSIS

SOLUTION FOR BUSINESSES

*„First we have to measure,
to see the way of development.
We cannot develop something
that we cannot measure.”*

- Jim Collins -

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DEVELOPMENT DIAGNOSIS

Scansitive Diagnosis is an innovative tool developed through the integration of international research results. It helps organizations to unearth their internal potential and to keep their staff.

Scansitive Diagnosis is a fast and anonym tool which provides a well interpretable dataset which is a perfect base for benchmarking.



The results show the current efficiency of the organization. Scansitive Development Diagnosis compares the performance of a company with the national standard, industry average, and international standard of certification organizations. (EFQM, INVESTORS IN PEOPLE)

THE USERS ARE

The Scansitive Diagnosis tool is used by those conscious leaders who are interested in the opinion of employees. Leaders who are interested in the efficiency of their business processes, the employees' motivation and corporate culture. Targeted developments-based on the quantified results of the survey- contribute to increasing competitiveness and keeping key employees.

For Company Directors:

Efficiency review, corporate culture survey, mapping of collaboration between organizational units, compiling territorial and industry comparisons.



For HR Managers:

Employee motivation and satisfaction surveys, and support for workplace branding processes. (Employer Branding) Comparison of major organizational units or production bases of domestic and international companies (having more than one company-site) from efficiency and corporate culture.

THE POWER OF ENTERPRISE DIAGNOSIS WHY THIS IS THE TOOL ORGANIZATIONS WISH TO APPLY

COMPANIES THAT WISH TO IMPROVE THE COMPANY CULTURE, WOULD WANT MEASURABLE ANSWERS TO THE FOLLOWING QUESTIONS.

OVERALL EFFICIENCY:

1. How capable/effective is the management in translating the **strategy** into aligned targets?
2. What is the probability the organization would execute its strategy?
3. What is the quality of **effectiveness** KPI-s and the supporting processes?
4. How much does the company culture support the overall efficiency?
5. Where are the bottle-necks in the **cooper** ation of organizational units?
6. How much is the unutilized employee potential in the units of the organization?
7. How much time is wasted in the organization to harmful, unwanted processes.
8. What are the main drivers of the **time lost**?
9. What is the best way to improve team effectiveness?
10. Which teams present better than average teamwork?

LEVEL OF ENGAGEMENT:

1. How much is the strategy known by the employees?
2. How much do employees identify with the strategy?
3. How strong is the employee retention power – per units of organization in different generations?
4. What are the most important retention factors according to the employees?
5. What motivates them most?
6. How big is the un-tapped potential in nonfinancial motivational factors?
7. How effective are the financial retention tools compared to benchmark companies?
8. How to create personalized development plans for the management team?



WHY THIS ORGANIZATION DIAGNOSIS IS UNIQUE?

The 62+5 text-based query questioner is filled in by the enterprise's employees in an anonym representative sample online. 4 different diagnosis reports generated from the final dataset: Each report contains Hungarian benchmark data. Reports can be queried for each organizational unit and provide access to international excellence ratings.



UNIQUE
COMPLEXITY

4 REPORTS
40 DIAGRAMS
60 PAGES

1

Diagnosis of Greatness

2

Keep Your Staff Diagnosis

3

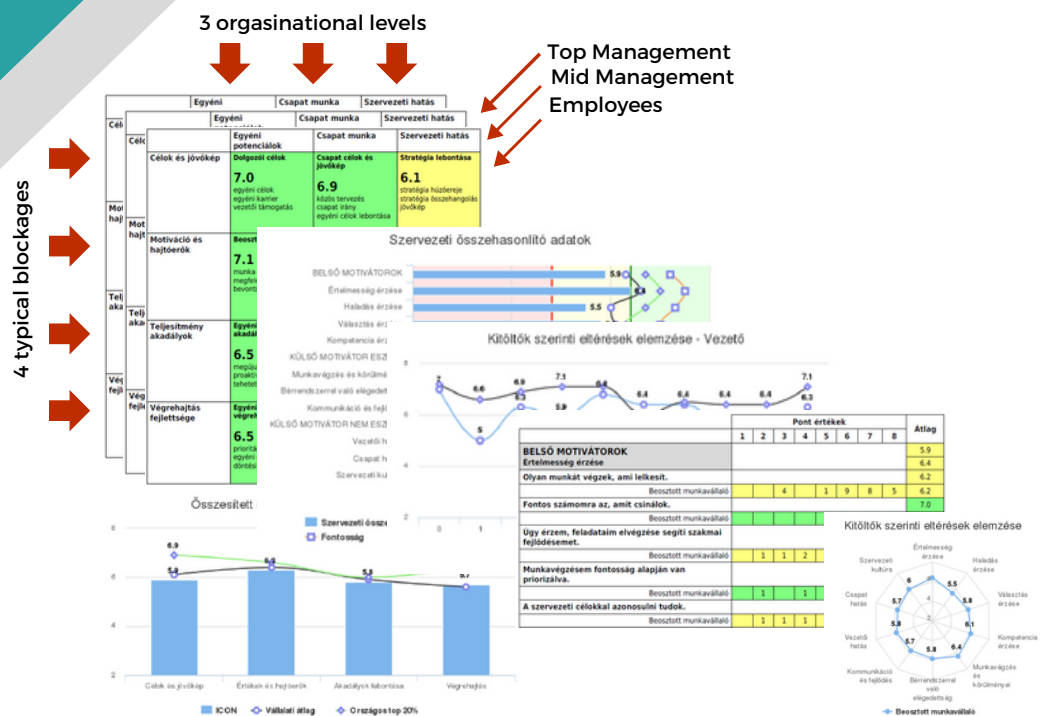
Human Negative Self-interest Diagnosis

4

Organizational Time Management Diagnosis

TYPES OF REPORTS

The survey measures companies from 4 directions and shows the results.



DIAGNOSIS OF GREATNESS (INTERNAL POTENTIAL)

Based on Jim Collins' Good to Great model the Diagnosis of Greatness shows the ability to what extent an organization can work in a way as the great enterprises do. The international researches used the operational model of industrial companies with permanently over average performance. A sociometric approach is part of the Diagnosis which provides information on the level of cooperation between the organizational units.

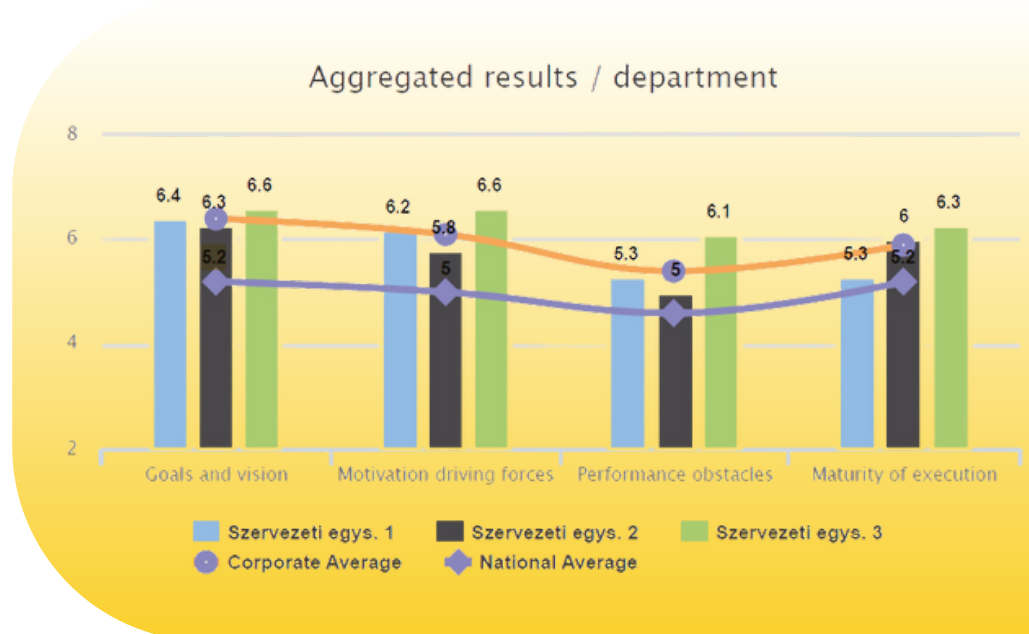
THE DIAGNOSIS STUDIES THE ORGANIZATION ON THREE LEVELS:

1 Individual potential

2 Teamwork

3 Organizational level

The diagnosis includes a sociometric approach too, as a result of which the cooperation between the organizational units can also be measured.



KEEP YOUR STAFF DIAGNOSIS (EMPLOYEE ENGAGEMENT)

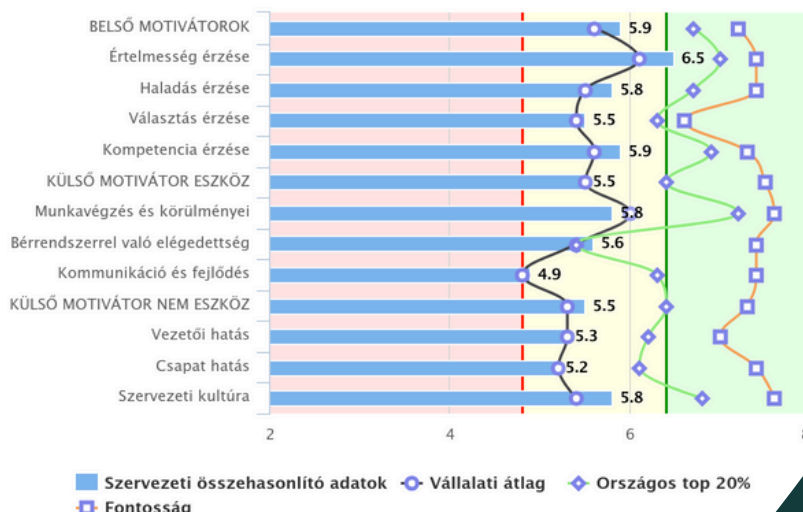
The engaged employees are motivated, more likely good performers and increasing the reputation of the enterprise which helps recruiting and retaining good quality workforce. The discontent employees can increase the number of resigning staff. Based on geographical and industrial benchmarking the Diagnosis gives a detailed picture on employees' engagement and on the efficiency of the extrinsic motivators used by the enterprise.

Extrinsic motivators:

- **Material type of extrinsic motivators:** work environment; remuneration packages, communication and progress.
- **Non-material type of extrinsic motivators:** inspiration coming from the management, from the team and from organizational culture.

- Committing to a Meaningful purpose
- Making sure that one is performing work activities competently
- Choosing the best way of fulfilling that purpose
- Making sure that one is making progress to achieving the purpose

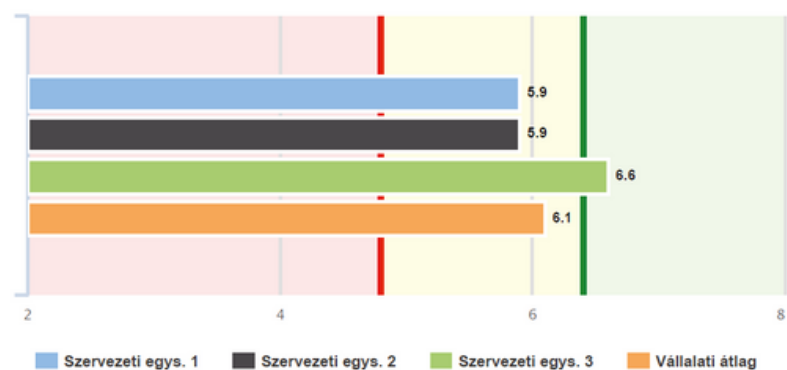
Organizational comparative data



HUMAN NEGATIVE SELF-INTEREST DIAGNOSIS

One of the common top-management dilemmas: How we could transform the lots of wasted energy used in internal conflicts to meet strategic goals? Human Negative Self-interest. Diagnosis helps enterprises by measuring the rate of the wasted energy.

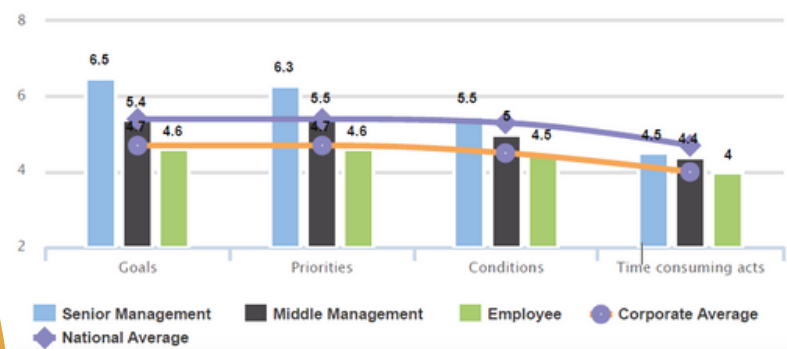
Szervezeti egységek – benchmarkkal



ORGANIZATIONAL TIME MANAGEMENT DIAGNOSIS

The Diagnosis measures the organizational time management efficiency from 4 directions: From goals, From priorities, From conditions, From time consuming acts.

Time management directions – According to the organizational level



BENEFITS OF THE USAGE

Corporate Development Diagnosis is a unique 360 ° survey on the organization as a whole and on separate departments that examines corporate efficiency from the employees' point of view.

There is a significant advantage that the survey gives feedback not only of some executives but also the whole audited organization.

By using this tool, the needs of organizational development can be explored and prioritized, with this providing an objective basis for planning interventions. The survey (repeated periodically) measures the effects of interventions on the organization.

Companies using the Organization Diagnosis tool will gain access to the anonymous database, which provides them national, regional and industrial benchmark.





SCHEDULE OF THE SURVEY

- **Design:** 1 week
- **Execution:** 2-4 weeks
- **Reporting:** 2 weeks

LEVELS OF REPORTS:

- **Group of Companies**
- **Company**
- **Organizational unit**
- **Team**

SCANSITIVE DIAGNOSIS PROCESS

Design phase:

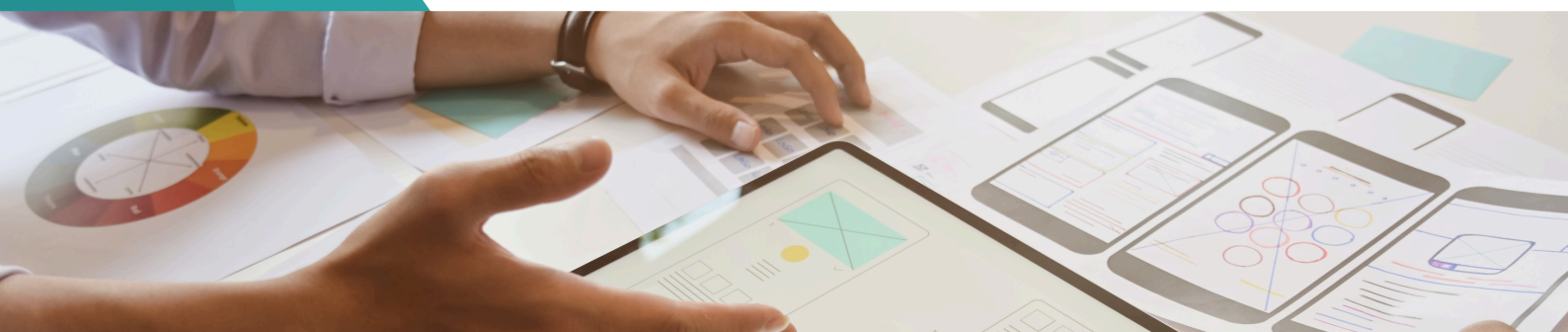
- definition of the organizational size; determination of the size of the representative sample
- determination of the number of separate organizational units to be handled in separate reports; this is the base for internal benchmarking
- set up of the original dataset on the participants, indication of position (top management, middle-management, employee) and organizational unit on the top of the basic data.
- top-management communication planning

Execution:

- online fill in of the questionnaire by the participants after getting a secure invitation in their personal e-mail box
- in departments where the employees have no access to e-mail there is a possibility to perform the survey with the help of fully anonym, paper based questionnaires; the filled in papers will be digitalized

Evaluation, reporting:

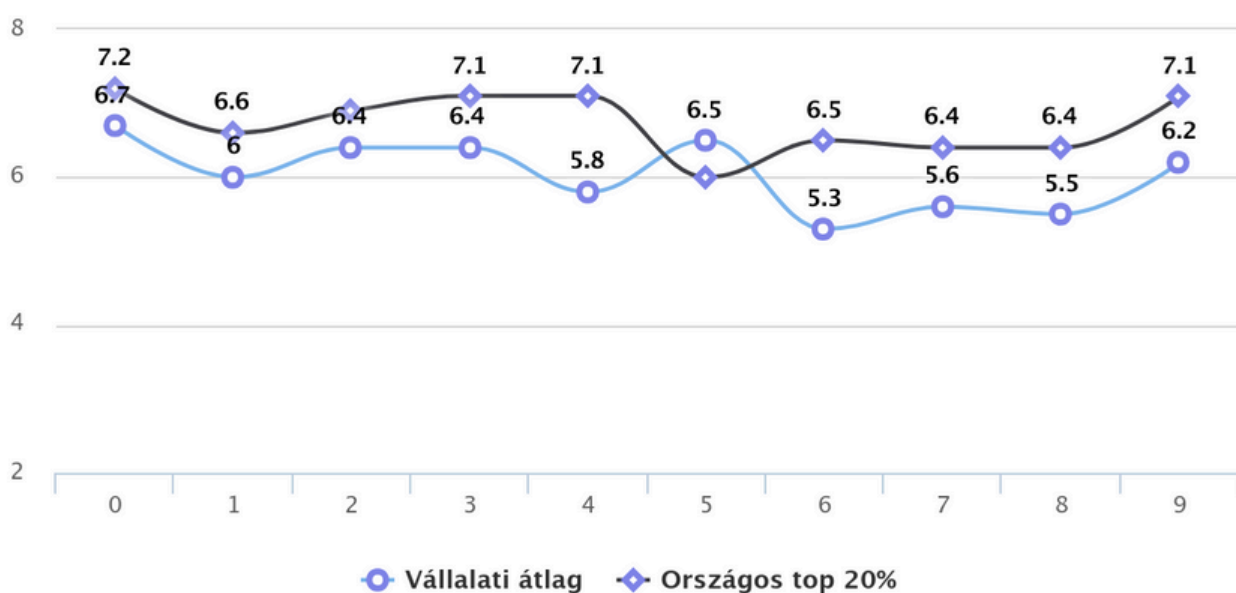
- the software generates the standard report format for the whole organization and for all separated units
- custom tailored interpretation of the results; presentation for the top-management



The Scansitive Diagnosis is a fast efficient and cheap tool. The yearly repeated reporting give the possibility for the management to monitor the organizational tendencies on enterprise level and between separate units and gives a benchmarking possibility in the geographical area and in the industrial segment. In case of ongoing organizational development projects it is recommended to execute partial diagnosis (like Diagnosis of Greatness) more frequently (3-6 months) which will show the effectiveness of the project implementation.

The Scansitive Diagnosis will not provide a complete picture on the organization. Some areas can require deeper analyses. The studied areas are focusing on the typical issues. The answers in the questionnaire reflect subjective opinions. However in case of a real representative sample exact conclusions can be drawn as an objective base for enterprise development interventions.

Analysis of differences by filling in – Vezető



Engagement Riport sample diagramm

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