



Organisational Effectiveness Profiling (OEP)

What is OEP?

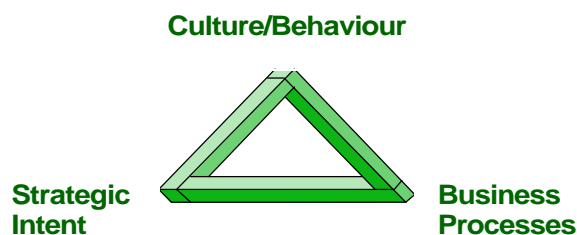
OEP is an advanced questionnaire-based organisational diagnostic instrument that examines the internal workings of an organisation. Developed in Australia by the Centre for Organisational Innovation Pty Ltd, it uses Internet technology to speed up and simplify data collection and analysis.

What is it used for?

OEP is designed to provide organisations with the information they need to improve their effectiveness, and hence increase their present and future success. Focusing on the internal interactions of the participant group, it is equally applicable to a whole-of-organisation analysis or to a team development exercise. In all cases the emphasis is on detecting the barriers blocking increased group effectiveness, and presenting this information clearly and explicitly.

How is it different?

Most questionnaire-based instruments focus on just one aspect of the organisation. OEP comprehensively examines the three major Elements of Organisational Effectiveness: Culture / Behaviour, Business Processes, and Strategic Intent.



OEP is action-oriented and has a number of specific advantages:

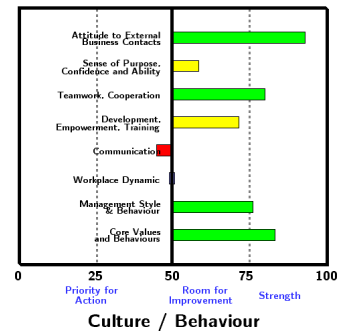
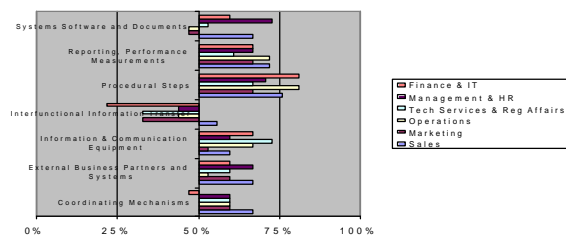
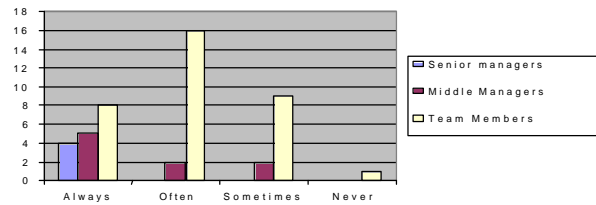
- Measures 19 interlinked effectiveness Drivers within the three Elements
- Identifies areas of strength and weakness
- Heightens key differences between reporting levels, functional departments, etc.



- Specifically points to under performing areas
- Enables focus on improving areas where return will be the greatest
- Utilizes both set questions and questions specific to the organisation being profiled
- Provides fast output through elimination of paper handling
- Has a high level of participant confidentiality
- Has the flexibility to apply to any type of organisation

What does the output look like?

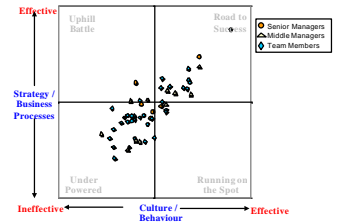
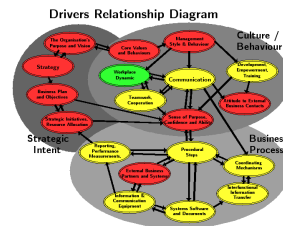
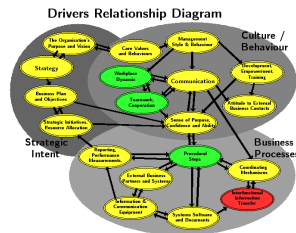
The data is presented in diagrams and tables designed to enable quick understanding and focus on areas needing improvement. Complete drill down to the individual question level is easy, and the data can be sorted both "vertically" (by job level) and "horizontally" (by functional department etc.) as required.



	Coordinating Mechanisms	External Business Partners and Systems	Information & Communicat'n Equipment	Interfunctional Information Transfer	Procedural Steps	Reporting, Performance Measurements	Systems Software and Documents
Senior Manager	47%	53%	40%	44%	52%	56%	47%
Middle Manager	40%	40%	40%	33%	52%	61%	40%
Team Member	47%	40%	47%	33%	43%	44%	53%



	Fully agree	Largely agree	Partly agree	Disagree
Manager	1	7	9	1
Team Members	0	4	1	0



How will my Organisation benefit?

Today's business environment requires organisations to constantly increase their effectiveness and efficiency. The largest potential for improvement usually lies within the organisation itself. Unfortunately, many attempts to increase "internal efficiency" have led to little or no improvement, as well as leaving the employees overworked, frustrated and mistrustful of future change.

Every organisation has within it the information needed to improve effectiveness in a positive way. OEP enables you to draw on this information to bind people, strategy and businesses processes more tightly together and eliminate working barriers between functional departments and reporting levels.

Your organisation will be more productive and flexible, and ready for the challenges of the future.

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