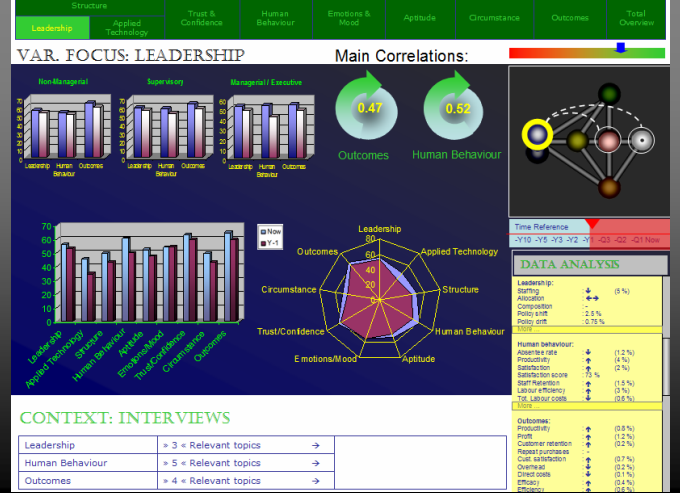




Gain more In-depth knowledge Of Organisations



Look at organisations from a different angle


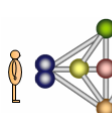
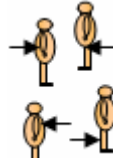


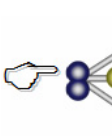
Why do organisation members behave as they do? To what extent do leaders and followers meet each other's expectations? How have recent organisational interventions or events affected organisational members' attitudes towards organisational key elements? Organisational behaviour can seem incomprehensible and impossible to predict. Certain behaviour is subtle and gradual changes could remain unnoticed for quite some time. An uncomfortable, indistinct feeling, sometimes coupled with increasing agitation and discontent, are often the first signs of a process that started quite some time earlier.

We are specialised in assessing organisational behaviour. Such assessment yields valuable management information. It also allows monitoring of organisational developments and mapping certain effects of organisational interventions or events.

Our assessment method is based on scientific research and is primarily aimed at organisational key aspects and their mutual links and interaction.

We offer various assessments and assessment levels, varying from a single quantitative check at multiple organisational levels, up to and including longitudinal 360° research in which quantitative and qualitative data are collected and extensively analysed.

Examples of information that such assessments may yield are:

 <p>Which organisational aspects contribute insufficiently to organisational outcomes?</p>	 <p>How do shop floor workers relate to organisational key aspects and how does that relate to managers and executives?</p>
 <p>Do organisational members at different levels share more common ground now than before, or has the distance between them grown?</p>	 <p>To what extent do organisation members possess required knowledge and skills?</p>
 <p>Which organisational aspects are most strongly linked to organisation members' competencies?</p>	 <p>Which organisational aspects are affected most by current leadership? How strong is that effect and how is it directed?</p>

Our prime focus is on conducting assessments and presenting and explaining our findings. If so desired, we also support organisations in designing and realising organisational interventions, based on assessment findings. We do so in collaboration with our principals, but also in collaboration with other, specialised consulting firms.