

Introducing S.O.R.D

**A 4-week diagnostic tool
that determines the operational capabilities
of your Supervisors.**



Analyse. Improve. Sustain.

REVIEW YOUR SUPERVISORS' READINESS TO TACKLE BUSINESS CHALLENGES.

Supervisor Operational Readiness Diagnostic

A capacitated supervisor with the appropriate tools and operational coaching can successfully navigate the complexities of the work environment and its regulatory requirements. Our Supervisor Operational Readiness Diagnostic (SORD) will identify the current competency level of your supervisors and what needs to be done to deliver results.

Duration: 1-week Preparation
3-weeks Diagnostics
Cost: **\$1,500.00 per Supervisor**
(Minimum of 20 Supervisors)

What SORD delivers:

This rapid diagnostic product determines the operational capabilities of your supervisors by identifying their competencies and how effectively they execute operational tasks, while also reviewing the tools they use to achieve current operational goals.

The outcomes are;

- Individual competency assessments and a summary per department / functional area (an honest assessment of your supervisors' capabilities to achieve the targets set).
- Identification of the competency gaps and the required actions needed to meet your business objectives.
- An indication of the financial benefits if your supervisors improve their competencies.
- Evaluation of the supervisors' daily role execution against the OIM Consulting rating scale.
- An operational target achievement review whereby OIM Consulting reviews operational performance indicators to investigate past performance, for insights into future performance.
- Results of two engagement surveys to obtain a comprehensive view of the confidence level of supervisors.
- A benchmarking of your supervisors against OIM Consulting's international supervisory database.

SORD's Key Diagnostic Elements:

COMPETENCIES

- Conduct online assessments against a set of management and leadership competencies (identify gaps and establish a base line).
- Benchmark competencies against the OIM Consulting database.

ROLE EXECUTION

- Review Day Planners (structured outlines of daily activities).
- Review operational anchors.
- Assess role execution against Day Planners and use of anchors.
- Benchmark role execution assessments against the OIM Consulting database.

ENGAGEMENT SURVEY

- Conduct two engagement surveys (from a direct manager and subordinate perspective).
- Benchmark survey results against the OIM Consulting database.

OPERATIONAL TARGET ACHIEVEMENT

- Identify key operational indicators and obtain average performance, best achieved and target values.
- Calculate index values for operational performance and plot against role assessment values.

Contact us:

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