



# BusinessSCAN

The Power to Analyse and Predict your Future in Business

**In business, measurement matters. If you can measure it, you can manage it.**

**Would you find it useful to be able to diagnose and predict the business behaviours of your team? Of a division or of your entire organisation?**

**BusinessSCAN** is a structured analytical business tool which does exactly that, offering your executive management a means to identify:

- The strengths of people in your organisation.
- Departments and divisions that contribute more to your company growth.
- Competency gaps associated with pursuing business opportunities.

BusinessSCAN results will enable your leaders to facilitate highly effective change management, basing their decisions on accurate and predictive data.

Comprehensive reporting will offer a variety of outcomes including:

- Improved performance and development of people in the organisation.
- Accurately targeted support and training resources.
- Planned risk management programs for successful change.
- The means to track the progress of business opportunities against pre-determined success criteria.

Accurate representation of your organisation is obtained through cross-referencing individual results so that an overall dynamic with dependable, predictive capability emerges.

**THE ORGANISATIONAL DEVELOPMENT GROUP'S** Consulting Services enable you to assess the health of your organisation, predicting the most probable impact of future market trends.

Results will offer you enhanced ability to: identify the type of people needed when market conditions change; and design and integrate structure, systems and culture so that improvement in profitability and a sustainable bottom line occurs naturally.

<b>READINESS FOR CHANGE</b>  <b>Alpha:</b> stable conditions <b>Beta:</b> turbulence <b>Gamma:</b> tornado <b>Delta:</b> tipping point <b>New Alpha:</b> new stable conditions	<table border="1"> <tr> <th>Priority</th> <th>You</th> <th>Group</th> </tr> <tr> <td>Purpose</td> <td></td> <td></td> </tr> <tr> <td>Principles</td> <td></td> <td></td> </tr> <tr> <td>Profit</td> <td></td> <td></td> </tr> <tr> <td>People</td> <td></td> <td></td> </tr> <tr> <td>Planet</td> <td></td> <td></td> </tr> <tr> <td>Trust</td> <td></td> <td></td> </tr> </table>	Priority	You	Group	Purpose			Principles			Profit			People			Planet			Trust			<h3>BusinessSCAN Scoresheet</h3> <p><b>Job and Cultural Fit - "Fit Factor" = 0</b></p> <table border="1"> <tr> <th>Personal Priorities</th> <th>Purple (b)</th> <th>Red (c)</th> <th>Blue (d)</th> <th>Orange (e)</th> <th>Green (f)</th> <th>Yellow (g)</th> </tr> <tr> <td>Your Score</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Group Score</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Personal Priorities	Purple (b)	Red (c)	Blue (d)	Orange (e)	Green (f)	Yellow (g)	Your Score							Group Score																																						
	Priority	You	Group																																																																									
Purpose																																																																												
Principles																																																																												
Profit																																																																												
People																																																																												
Planet																																																																												
Trust																																																																												
Personal Priorities	Purple (b)	Red (c)	Blue (d)	Orange (e)	Green (f)	Yellow (g)																																																																						
Your Score																																																																												
Group Score																																																																												
<b>EXECUTIVE INTELLIGENCES</b>  <b>Entrepreneurial</b> The capacity and aptitude to launch a completely new entity or system working independently from others.  <b>Transformational</b> The insights and skill necessary to change one operational system into a different one, from the PRESENT to the DESIRED.  <b>Translational</b> The temperament and good sense to preserve, elaborate on, or expand on existing systems.	<table border="1"> <tr> <th>Readiness for Change</th> <th>Alpha</th> <th>Beta</th> <th>Gamma</th> <th>Delta</th> <th>New Alpha</th> </tr> <tr> <td>Your Score</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Group Score</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Readiness for Change	Alpha	Beta	Gamma	Delta	New Alpha	Your Score						Group Score						<table border="1"> <tr> <th>Change Preference</th> <th>You</th> <th>Group</th> </tr> <tr> <td>1st Order</td> <td></td> <td></td> </tr> <tr> <td>2nd Order</td> <td></td> <td></td> </tr> </table>	Change Preference	You	Group	1st Order			2nd Order																																																	
Readiness for Change	Alpha	Beta	Gamma	Delta	New Alpha																																																																							
Your Score																																																																												
Group Score																																																																												
Change Preference	You	Group																																																																										
1st Order																																																																												
2nd Order																																																																												
<p align="center"><b>Present and Desired Work Structures and Flows</b> <b>ORGANIZING CODES AND PRINCIPLES - The Psychosocial "DNA"</b></p> <table border="1"> <tr> <th>Present</th> <th>Tribal Order</th> <th>Exploitive Order</th> <th>Authority Structure</th> <th>Strategic Enterprise</th> <th>Social Network</th> <th>Systemic Flow</th> </tr> <tr> <td></td> <td align="center">             Safety Driven         </td> <td align="center">             Power Driven         </td> <td align="center">             Order Driven         </td> <td align="center">             Success Driven         </td> <td align="center">             People Driven         </td> <td align="center">             Process Oriented         </td> </tr> <tr> <th>Desired</th> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>			Present	Tribal Order	Exploitive Order	Authority Structure	Strategic Enterprise	Social Network	Systemic Flow		 Safety Driven	 Power Driven	 Order Driven	 Success Driven	 People Driven	 Process Oriented	Desired																																																											
Present	Tribal Order	Exploitive Order	Authority Structure	Strategic Enterprise	Social Network	Systemic Flow																																																																						
	 Safety Driven	 Power Driven	 Order Driven	 Success Driven	 People Driven	 Process Oriented																																																																						
Desired																																																																												
<table border="1"> <tr> <th>Executive Intelligences</th> <th>You</th> <th>Group</th> </tr> <tr> <td>Entrepreneurial</td> <td></td> <td></td> </tr> <tr> <td>Translational</td> <td></td> <td></td> </tr> <tr> <td>Transformational</td> <td></td> <td></td> </tr> </table>	Executive Intelligences	You	Group	Entrepreneurial			Translational			Transformational			<table border="1"> <tr> <th colspan="15">Patterns of Thinking</th> </tr> <tr> <th colspan="3">High Digital</th> <th colspan="3">Moderate Digital</th> <th colspan="3">Mixed Systems</th> <th colspan="3">Moderate Analogue</th> <th colspan="3">High Analogue</th> </tr> <tr> <td>15</td><td>14</td><td>13</td> <td>12</td><td>11</td><td>10</td> <td>9</td><td>8</td><td>7</td> <td>6</td><td>5</td><td>4</td><td>3</td> <td>2</td><td>1</td><td>0</td> </tr> <tr> <td></td><td></td><td></td> <td></td><td></td><td></td> <td></td><td></td><td></td> <td></td><td></td><td></td><td></td> <td></td><td></td><td></td> </tr> </table>		Patterns of Thinking															High Digital			Moderate Digital			Mixed Systems			Moderate Analogue			High Analogue			15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0																
Executive Intelligences	You	Group																																																																										
Entrepreneurial																																																																												
Translational																																																																												
Transformational																																																																												
Patterns of Thinking																																																																												
High Digital			Moderate Digital			Mixed Systems			Moderate Analogue			High Analogue																																																																
15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	0																																																													
<b>PATTERNS OF THINKING</b> Digital Ranges: 10-15  <b>"Left Brain" Strong Points</b> Penchant for detail/precision Linear/logical problem-solving Maintains neat/tidy categories Runs quiet/steady operations <b>Blind-Spots</b> Boxed in view of "reality" Inappropriate/stiffling rigidity Blindly-driven by clock-tick time World reduced to bits and bytes	<b>PATTERNS OF THINKING</b> Mixed Systems: 6-9  <b>Strong Points</b> Translates idealism into realism Absorbs complexity/reduces to simplicity Roams the terrain yet waters the trees Expands strategies/refines tactics <b>Blind-spots</b> Pragmatism endangers principles "Everything to everybody" wears thin Torn 'twixt and between' two worlds Moderation snuffs out clarity/creativity	<b>PATTERNS OF THINKING</b> Analogue Ranges: 0-5  <b>"Right Brain" Strong Points</b> Accesses the kaleidoscopic "whole" Zigzags through complexity Driven by dreams and visions Lives on uncharted "frontiers" <b>Blind-Spots</b> Details "fall between the cracks" Bias toward ideation not action Lives on emotional roller coasters Trapped in a world of fantasy																																																																										



# BusinessSCAN

**If you can measure it, you can manage it.**

The benefits which accrue from participating in a **BusinessSCAN** diagnostic assessment of your organisation include:

**1. The ability to accurately determine:**

- Future direction, strategic planning, personnel development and organisational change.
- Barriers to change and readiness for change.
- The structure of planned mergers and acquisitions.
- The status of supplier/partnership relationships.
- The degree of need for organisational change support.
- Accurate, analytical leadership assessment.
- Team culture assessment.
- More accurate recruitment methods.

**2. Organisational Leaders will be assisted through:**

- Greater understanding of, and improvement in, multiple bottom lines and sustainability.
- Integrated support services which are available through **The Organisational Development Group**.

**BusinessSCAN diagnostic features include:**

- You are able to include up to four customised survey questions.
- Simple internet-based questionnaires. (These will take 20 to 30 minutes to complete.)
- Its use as part of an overall employee well-being approach.
- Your own client-account established especially for your longer-term use, permitting you to add other group's, team's or individual's assessments at a later date.
- Subject to special training and conditions, you can have access to data and analysis for your own continued use.

The **CultureSCAN** series was created by Dr. Don Beck and further developed for practical application by Christopher Cooke and John Cook. It encompasses a suite of tools established to enable an appreciation of the dynamics of culture for private and public organisations. Access to these unique measurement tools is now available through **The Organisational Development Group**.

The suite currently includes: PersonalSCAN, BusinessSCAN and CommunitySCAN, with YouthSCAN, HospitalSCAN, SchoolSCAN, PoliceSCAN and CouncilSCAN being developed for release at the end of 2005.

**You will benefit from this unique method of looking into the dominant aspects of your corporate culture.**

The results you will receive will include the following information about the people and the organisation and is as accurate as the group you choose are representative:

- A 'FIT' assessment - to determine how each individual assessed aligns with the company / team / department / division / or group's cultural dynamics.
- A measured indication of the dominant value systems - preferred, rejected and under duress.
- An appreciation of the Business's principles and priorities.
- A view of the existing conditions **for** and barriers **to** change.
- The present and preferred hidden organising codes and principles that exist in the culture of the organisation.
- Patterns of thinking and Learning, Management and Organisational styles found in the organisation.
- Determining the preference for gradual, almost unnoticed change or the change which comes about as a result of major shake-up.
- Determining the Executive Intelligences – whether Transformational or Entrepreneurial.

## THE ORGANISATIONAL DEVELOPMENT GROUP LTD

**Call now—obligation free—to organise a discussion with one of our consultants.**

**Let us show you how our tools and services can benefit your business.**

**New Zealand**

PO Box 24 – 123, Royal Oak, Auckland  
F: +64 9 622 3543

**E: nz@todg.net**

Call—Alistair Wait: Tel +64 9 622 3544

Or—John Cook: Tel +64 9 459 5351

**www.todg.net**

**ABN: 59 182 098 323**

**Australia**

3 Bastings Street Northcote Victoria 3070  
F: +61 3 9481 6219

**E: au@todg.net**

Call—Carolyn Barratt: Tel +61 3 9482 5841

Or—Rita Papadakis: Tel +61 3 9530 5700