



Kolbus & Associates Resources

www.humanresourcestraining.ca

What is 'Organizational Health'?

It is a measure of individual employee morale, motivation and corresponding production and organizational profitability. A recent study by Development Dimensions International (DDI) suggested that poor leadership (Management & Supervision) may cost an organization \$250,000 per year and good leadership may be of value in excess of \$500,000.



So how do you assess if your organization is healthy? Our Organizational Health checklist may be of value. Based on the research of Marcus Buckingham and Curt Coffman, of over 80,000 Managers in over 400 organizations they identified a number of factors that may affect an Employees performance in their book called, "First, Break all the Rules". We quantified these factors and developed an assessment tool, that could be used on a individual basis, or to gather information from all Employees for an overall organizational review.

Other research conducted by DDI also suggests that participation in *leadership skills training* led to a dramatic increase in skill performance. The greatest area of improvement was in the area of a leaders ability to prepare others to succeed. We believe that Buckingham's and Coffman's checklist are good indicators to assess an organizations support for the success of individual Employees and that this translates into high morale, motivation, productivity and profits. Take the test, and get others to take it too.

Click on the link for the Organizational Health Checklist to start.

Respectfully leading the way.....

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