

THE 6 BOX LEADERSHIP ORGANISATIONAL DIAGNOSTICS



EVIDENCE-BASED PERFORMANCE IMPROVEMENT AND TRANSFORMATION FOR LEADERS AND ORGANISATIONS

The 6 Box Leadership Organisational Diagnostics

The 6 Box Leadership Diagnostics enables organisations to discover hidden strengths and weaknesses in the areas of Culture, Relationships, Individuals, Strategy, Systems and Resources.

This evidence-based diagnostic tool has been used by numerous organisations worldwide and it is documented in an award-winning book “The Management Shift” written by Professor Hlupic. The diagnostic includes 120 key questions that measure drivers of value creation, performance and profit. Hundreds or thousands of employees could provide crucial data anonymously at the same time and uncover blockages to performance, engagement and profit.

This diagnostic report could be used for many different purposes, such as:

- Design of customised executive education programme
- Driving culture transformation
- Strategy development and implementation
- Risk management
- Managing mergers and acquisitions
- Due diligence

6 BOX LEADERSHIP



12 application areas for the 6 Box Leadership diagnostics



Overview of the content of the aggregate pdf report

- What is the Organisational Shift?
- Exploring your 6 Box Leadership results and taking action
- Headline results for 6 boxes
- Culture: Key Strengths and Developmental Opportunities
- Relationships: Key Strengths and Developmental Opportunities
- Individuals: Key Strengths and Developmental Opportunities
- Strategy: Key Strengths and Developmental Opportunities
- Systems: Key Strengths and Developmental Opportunities
- Resources: Key Strengths and Developmental Opportunities
- Reinvention scores
- Key Peter Drucker Principles scores
- Management 2.0 scores
- 6 Box Leadership Survey: Creating further value
- Exploring value creation themes flagged up in more detail
- Creating an Action Plan
- Additional resources
- Further information



Bespoke detailed reports with in-depth analysis of both quantitative and qualitative data and recommendations for action are also available on request.

The 6 Box Leadership Organisational Diagnostic

Why is it important?

This diagnostic is used as an organisational MRI, showing which hidden parts of an organisation need to be healed (improved).

It facilitates a focused action for improvement and transformation by pinpointing specific areas in 6 boxes that are blocking value creation, performance, productivity and profit.

This diagnostic tool is based on more than 20 years of interdisciplinary research, and it is known as the only practical tool for shifting from old to new ways of working that are more profitable as well as people and purpose focused.

Report Formats

- 43-pages long PDF report (fixed price): Identifies average scores for each boxes, 6 key strengths and 6 weaknesses in each box, 3 other frameworks to analyze the data, keyword used in comments, Action Planning templates.
- Bespoke Report (POA): Bespoke detailed report that summarizes key strengths and weaknesses, provides insight into both quantitative and qualitative data, recommends key areas of focus and development and strategies for improvement.

How does it work?

The diagnostic survey is completed anonymously by employees and leaders.

It takes approximately 20 minutes per participant to complete.

There is unlimited number of participants that could go through assessment at the same time.

For each question, the system collects quantitative and qualitative data.

The report is shared with clients with recommendation on how to use the data from the report.

Case Studies

FTSE100 company, UK

We used the 6 Box Leadership Model to facilitate a company-wide performance improvement initiative. The survey revealed key areas that the firm needed to address to improve engagement and innovation. These results informed the next stages of the initiative. Two years after the project was completed, there was a 33% increase in revenue and an increase in net profit of 213%.



City of London-based Insurance Company- Engaging Employees

The main objective of the project was to improve performance and employee engagement. The diagnostics uncovered the need for improvement in managing for the long term, introducing a more coaching-style of management and involving staff in developing strategy. This led to an overhaul of communications, employee development and social responsibility initiatives. Managers reported that the more people-focused approach has significantly improved engagement and performance.



The Management Consultancy

The main objective of diagnostics was to help facilitate strategy for growth. Use of this diagnostics, led directly to a revamped intranet, boosting social media communications, and enhanced personal development plans. It gave managers valuable intelligence to inform strategic and operational actions.

Outcome: in 18 months after the project was completed, the revenue grew 500% and the company doubled in size from 9 to 18 consultants.



Case Studies

National Health Service Trust, UK

The objective of the project was to improve employee engagement and customer service.

The results of diagnostics led to an extensive Action Plan and 'creative discussions', and much more attention to communication, investment in training and more support for career planning.

The impact of these changes was widespread as the organisational culture became much more people focused, staff retention improved and level of engagement increased as well.



Central Government, UK

The 6 Box Leadership survey has been conducted in all departments of the central government unit. The results obtained informed the Executive Board of the key strategic areas that this organisation needs to focus on to improve performance and innovation, and some of these results were used for a new strategic focus.

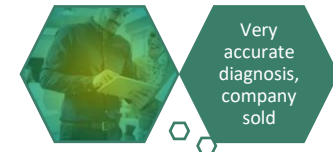
The results of this analysis were also used to design a tailored three years long senior civil servants development programme, where key areas for improvement discovered through the 6 Box Leadership analysis were addressed directly in this bespoke leadership development programme.



Media Company, South Africa

Uncovering organisational health was the main purpose of this project. The 6 Box Leadership diagnostic revealed some fundamental problems in several areas which led to the decision by the Managing Director to sell the company immediately. He said: 'This is a very accurate assessment of the business. I was impressed. It highlighted some fundamental problems with the business'.

The company was sold few months after the survey was completed.



What others have to say

The Clinical Director, NHS:

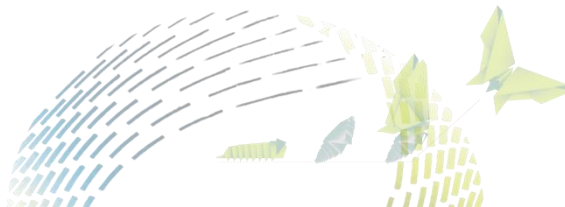
"The organizational diagnostic exercise based on Prof Hlupic's 6 Box Leadership Model provided an extremely valuable perspective on how our strengths and areas for development as an organisation can be exploited for the benefits of both our service users and our workforce."

Caron Bradshaw, CEO Charity Finance Group

"I really valued having a structure that allowed focus on the areas where we could affect most lasting change, backed by evidence and applied with personal experience of change. It meant the case for change was easier to make – particularly with the Board."

Senior Executive, Public Sector, UK

"The programme provides a framework - a reference point for the whole organisation to adopt. It brings together a number of related concept and change models that guide a cultural shift in the way colleagues interact - towards positive behaviours, leading to a constructive, innovative culture."



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