

The **ConvergentProfiler™** for Organization Alignment is focused on employees and their perceptions of Leadership and the climate of the organization. The dimensions measured in this survey—*Engaging, Aligning and Achieving*—assess employees' attitudes and opinions as well as a measurement of how all employees experience the organization, not exclusive to senior executive teams or individual leaders.

As an outcome, the **ConvergentProfiler** for Organization Alignment helps identify alignment gaps and alignment opportunities that exist between employees' perceptions of the organizational climate and senior management's long-term vision for success.

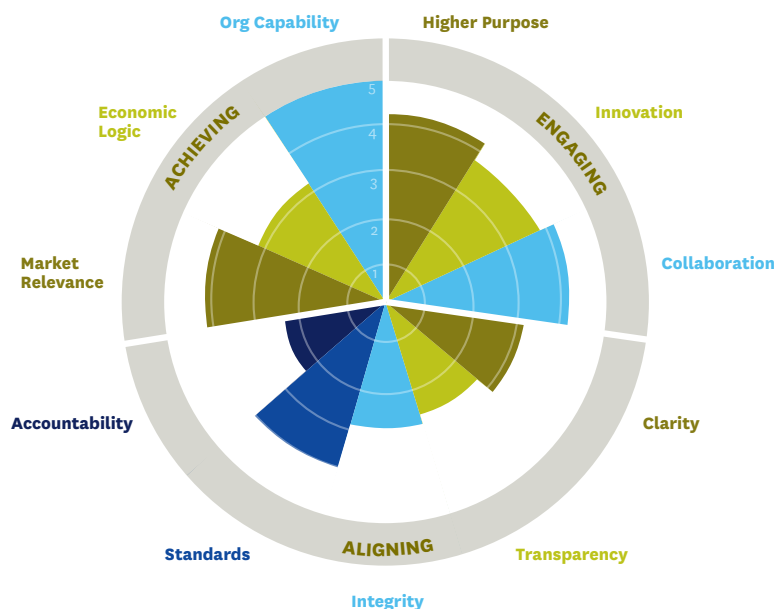
This is a powerful tool that can also be used by senior management to understand how well they are igniting possibilities with their people—ensuring everyone understands what they do every day and how it ties to the business strategy. Finally, it helps senior management gauge how well the organization is maintaining and achieving market relevance.

When you look at your organization, consider this:

- *Are your employees aligned with the mission and vision of the leadership team?*
- *Is your organization as engaged and productive as it could be?*
- *Do your people have the right level of engagement on the right stuff?*
- *Can your organization adapt quickly in order to compete and stay relevant?*

How It Works

The **ConvergentProfiler** for Organization Alignment is different from other organizational assessments because it focuses on all employees and how their collective views do or do not align with the mission and vision of the senior leadership team.



ConvergentProfiler™ for Organization Alignment

A diagnostic tool to see how well the organization is Engaging, Aligning and Achieving

Getting Started

We begin by assessing the organization against the **ConvergentCompany™** standard dimensions and to what degree employees are *Engaging, Aligning and Achieving*. These standards are derived from both the feedback of top performing Fortune 500 organizations, as well as 20+ years of experience researching and working with executive teams and global organizations to drive collective leadership and collective performance.

The process itself is simple and requires that every employee complete a 30-minute survey. The tool is web-based and uses smart technology. The questions are behaviorally-based, including employees' observations of organizational behaviors and open-ended comments.

Benefits & Outcomes

The **ConvergentProfiler** for Organization Alignment gives executives, managers and employees a holistic view of the organizational landscape. It enables the senior leadership team to understand employee perceptions of the current organizational climate and provides actionable insights that can help companies drive and sustain desired business outcomes.

This diagnostic tool is most powerful when used as part of an organization improvement system and in combination with the **ConvergentProfiler** for Top Teams. In essence, the **ConvergentProfiler** for Organization Alignment provides the executive team strong evidence as to whether their performance is having an impact on the entire organization.

Do you know how well your organization is aligned to deliver on its mission and values—and ultimately its business strategy?