

Organizational Needs Inventory

Innovative Leadership's mission is to enhance performance and improve productivity of individuals and organizations through training and development. The ONI offers a comprehensive analysis of an organization from the perspective of its employees with regard to three critical areas: Organizational Structure, Predominant Leadership Style, and Organizational Culture. This vehicle can be instrumental in developing a feeling of engagement for all employees while at the same time the organization can examine how their leadership and management style influences both the culture and employee engagement.

"We used the ONI® to define exactly where we were at this point in time so we could formulate our organizational and people development plans. It gave our executive management team a better understanding of our organization's culture, predominant leadership style, and organizational structure." - David Rush, Chairman of the Board, Surety Title Corporation

Features

Dramatic changes are occurring in the way companies are designed and managed. These changes are a result of new technologies, quality expectations, increased productivity and performance, and an explosive growth of information. These changes many times reflect the adversarial relationships between management and workers that traditional organizations tend to produce.

Benefits:

- ▲ Provides a benchmark that will enable you to measure changes over time
- ▲ Allows you to plan for the future with a clearer sense of direction and purpose
- ▲ Provides a vehicle for "Positive Feedback resulting in employee engagement
- ▲ Helps connect the employee with the business strategy of the company
- ▲ Provides the employee with a clearer picture of the future



The ONI is a work-smart tool that is unbiased, confidential, and provides a comprehensive diagnosis of an organization. The ONI measures your structure today compared to the ideal of tomorrow. This tool can help you effect productive change so that everyone in your company is motivated and moving in the same direction.

The Organizational Needs Inventory provides you with a basis for a better understanding of:

- ▲ How your employees describe your organization and their views about what an "ideal" organization would look like.
- ▲ How your employees describe your dominant leadership style and their views on how it should look.
- ▲ How your employees describe your culture and their views on an "ideal" culture.
- ▲ Provide insight into the areas of compatibility among your present organizational design, predominant leadership style and culture.
- ▲ Identify what changes in attitudes would be beneficial moving forward

"Each problem has hidden in it an opportunity so powerful that it literally dwarfs the problem. The greatest success stories were created by people who recognized a problem and turned it into an opportunity."

- JOSEPH SUGARMAN