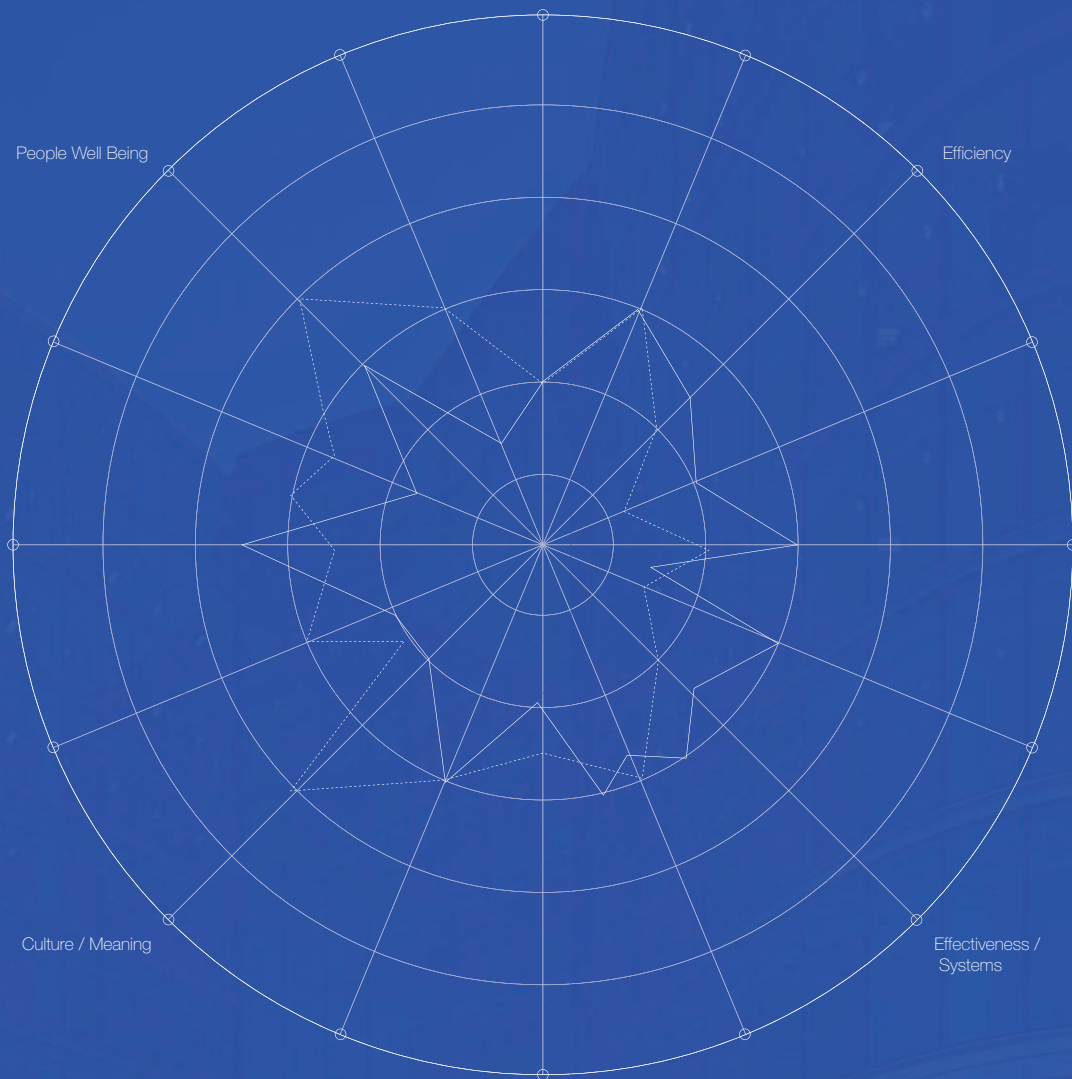


Integral Organization Survey



Developing leaders, teams and organizations to be their best for the world.

INTEGRAL ORGANIZATION SURVEY |

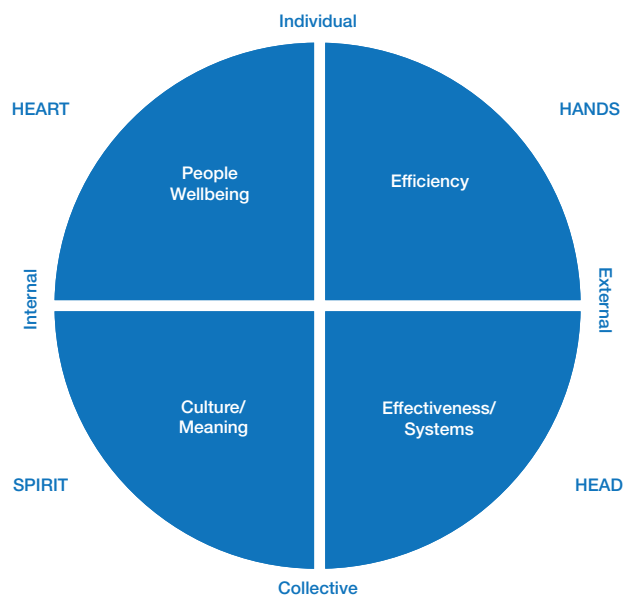
The Integral* Organization Survey (IOS) provides feedback on the key aspects that are essential to being a successful and sustainable organization.

The profile gives a picture of where your organization is situated as a whole and the specific areas in need of improvement. Recommendations are provided with suggested actions that will enable your organization to move beyond its current level of development by increasing its capacity in critical areas.

What does the IOS Measure?

The IOS is tailor made and is based on over 25 years of research around the extraordinary and powerful concepts of Integral organizational and human development described by Dr Ron Cacioppe. It has been used with over 130 organizations. This continual refinement ensures that the survey captures the right information to help organizations navigate the complexities of the 21st Century.

The IOS measures performance and development in four quadrants: effectiveness, efficiency, culture and wellbeing. It also includes the level of development of the organization, the team and the individual.



The Integral Organization Survey provides a truly balanced scorecard of organizational performance and provides both qualitative and quantitative results, comparable over time and with other organizations.

Integral Organization Indicator

At the core of the survey are 32 standard Integral Organization Indicator (IOI) questions that measure people's perceptions of their work experience and environment. The IOI indicates the level of progress towards becoming an ideal organization that performs in a balanced way across the four quadrants of effectiveness, efficiency, culture and wellbeing.

Your results are compared to the Global Survey Average (GSA) based on over 20,000 responses and over 130 organizations. You are also able to benchmark your results against other similar organizations to get a sense of your level of progress.

Current Relevant Issues

In addition to the standard set of 32 questions, further questions can be asked that address current relevant issues for your organization. For example, your survey could comprise questions specifically related to corporate direction or to the quality of communication. These questions are specifically tailored to gain feedback on the key issues that are relevant to your organization over the next few years.

Demographic and Open-ended Questions

Demographic and open-ended questions are also included. These questions are tailored to gain further insight into what really occurs within your organization.

What is the IOS Process?

The Integral Organization Survey is generated by using the following process:

- Define the key dimensions to be surveyed.
- Formulate benchmarked and tailored questions.
- Collect data and compile profile reports.
- Feedback profile results to managers.
- Recommend plan of action.
- Conduct follow-up survey to measure improvements.

How do Staff Complete the Survey?

The Integral Organization Survey can be completed online or by using paper-based questionnaires.

What will the Results Consist of?

Each participating section of your organization receives information that contains the following:

- An Integral development map of the organization.
- A full-colour graphical and numerical representation of the results.
- Summary results which show question scores and scores for each participating function as well as the organization as a whole.
- Results may also be cross-tabulated with the demographic data collected.
- A summary of responses to the open-ended questions.
- A professional report analyzing the results and providing recommendations.

What will the Results tell our Managers?

The IOS provides the following information for each level of your organization:

- How your organization is performing compared to other public and private sector organizations
- Areas of strength your organization/section can build upon
- Areas that need improvement
- Whether the organization is improving in these areas over time

Components of the Integral Organization Survey

Integral Organization Indicator

Standard 32 Questions

- Employee participation
- Leadership
- Work group performance
- Intergroup cooperation
- Organizational performance

Current Relevant Issues

Customised Questions

- Organizational culture
- Communication
- Working conditions
- Corporate strategic direction
- Learning and development
- Total quality management

Demographic and Open-ended Questions

- Age
- Department
- Level in organization
- Gender
- Function
- Geographical location
- "What could be improved?"
- "What's going well?"

How Reliable is the Data?

Over 20,000 survey participants from a wide range of work groups have completed the IOS. The standard questions have been tested to ensure validity and reliability of results. Over 25 years of experience with the IOS has shown that the results make sense to people and consistently distinguish high performing organizations from low to moderate performing organizations with accuracy.

Who has used the IOS Process?

Sectors that have benefited from using this process include insurance, telecom, power, healthcare, government and many other public and private organizations.

About Us

Together, with our international partners, we are one of the most unique and experienced boutique leadership and management consultancy, providing a comprehensive range of integral leadership and organizational development services. We have a team of consultants, executives coaches and staff dedicated to helping leaders and organizations achieve excellence in all areas of business with cultures that enhance employee well-being, inspire innovative products and services, and lead to ethical actions that enrich society and the natural environment.

Other Services

All our services can be modified and customised to meet your specific needs and are based on proven methods and tools that apply the 'Integral' framework developed by Ken Wilber, whose work has influenced leaders such as Al Gore, Bill Clinton and Tony Blair. They include:

Integral Leadership

- Organization, team and individual surveys and profiles
- Executive coaching
- Customized leadership development programs
- Talent management

Integral Business

- Facilitation
- Situation analysis and decision making
- Organization development
- HR management programs, processes and tools

For Further Information

Please contact us to discuss your needs:

Joseph Zepedeo, M.Sc
Managing director
The Integral Business Leadership Group

Email: joseph@businessintegral.com
Web: www.businessintegral.com
Suite 300, 1055 West Hastings Street
Vancouver, British Columbia, Canada V6E 2E9
Tel: 604 689 8093



**INTEGRAL
DEVELOPMENT**

www.businessintegral.com | info@businessintegral.com | Tel: 604 689 8093

Suite 300, 1055 West Hastings Street. Vancouver, British Columbia, Canada V6E 2E9