

HOW TRANSFORMATIVE ORGANIZATIONS ARE GUIDED BY INSIGHTS

Start the Journey to Increase Your Org I.Q.



Solution Sheet

Organizational Intelligence means your organization is consistently learning and adapting faster than the rate of change.

The rate of information flow not only on your computer networks but in and through your employees' minds is a key variable in Org I.Q.

Our survey diagnostic gives you a clear picture of where to focus your energy and attention to cause an increase in velocity of flow and in employee engagement. What obstacles to remove, what enablers to employ and where to focus to develop collective intelligence that leads to competitive advantage.

The smarter you are, the better you perform. Lift your Org I.Q.

TAP INTO THE MULTIPLIER FORCE OF COLLECTIVE INTELLIGENCE

The discretionary effort and unexpressed intelligence of your people and the collective intelligence of your entire organization, is the difference between ordinary and extraordinary performance. This collective intelligence is not merely additive, it is a multiplier force. You can learn the combination that will unlock the greatest untapped resource you have – the collective intelligence of your people.

THREE PRINCIPLES FOR RAISING ORG I.Q.

You cannot manage and control your organization to cause a breakthrough in performance, but you can design for it. For lasting competitive advantage embrace the power of design for organizational intelligence. Learn how to do that working with these principles.

PRINCIPLE #1

In living systems of independently intelligent agents (i.e. human beings), it is a more effective performance improvement strategy to design for intelligence than to attempt to directly manage them.

First see the design you currently have and how it does and doesn't promote innovation and the development of new knowledge as a steady aspect of your organization's functioning. In other words, what is your current Org I.Q.?

PRINCIPLE #2

Integrate purpose into operations and gain the full value of organizational intelligence.

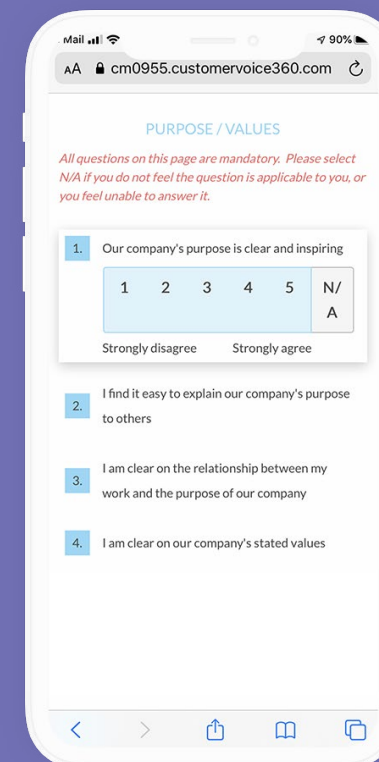
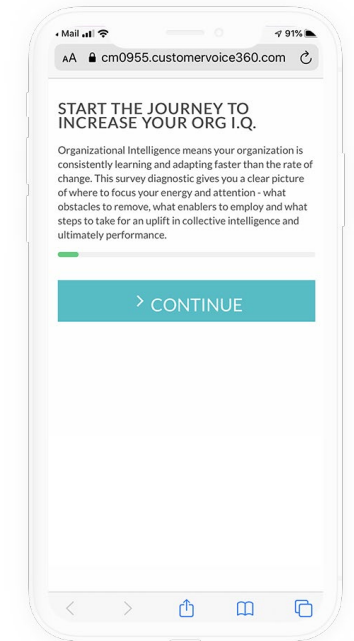
Intelligence is a distributed phenomenon running throughout the elements of your organization. This intelligence increases when you improve the way the elements create new patterns as they interact.

What increases intellectual capital is a common purpose integrated into operations. In highly intelligent organizations, actions are coordinated and harmonized in relation to that purpose. This purpose is the gauge used by all when making choices about what to develop and what to let die. How real, powerful and distributed is your organization's purpose?

PRINCIPLE #3

Create fuzzy boundaries.

Org. I.Q. is largely a function of the velocity of energy and information flow into and within the organization. This flow is greatly enhanced when the boundaries, both within the organization, such as between functions and levels, and between the organization and the outside world, are fuzzy and highly permeable. Permeable, fuzzy edges allow "invasions" of new ideas as well as allowing those inside to seek outside connections and ideas. Applying this principle starts with removing barriers to the information flow, and creating incentives for people to bring in novelty. This is both incredibly inexpensive, and effective, at generating profitable innovations. See where and how to start.



WORK FASTER, WORK SMARTER WITH ORG I.Q.

Eliminate communication barriers

See where blocks to information flows exist and remove them.

Design for Intelligence

It's more effective to design for intelligence than to manage people.

Be 'purpose driven'

'When 'our why' becomes 'my why, individual effort and creativity flourish'.

ABOUT THE TRANSFORMATIVES

The Transformatives is an education and consulting group founded on the belief that organizational intelligence drives a company's success. Our work emerges from organization design based in complex adaptive systems approaches, high levels of communicative competence, and development of executives and managers. The Transformatives have an outstanding record of supporting executives and project teams in continuously producing business breakthroughs.

ORG I.Q. FEATURES

With our Org I.Q. diagnostic you get a clear picture of where to focus your energy and attention.



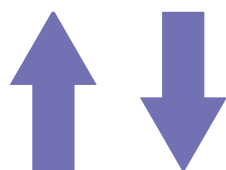
Multiple perspectives

Survey diagnostic designed with different question sets for senior executive teams, middle management and employees.



Real-time Dashboards

Simple and intuitive dashboards allowing at-a-glance understanding of opportunities for true business transformation.



High leverage, Low cost

Survey diagnostic will identify the critical steps you need to take that will give you the highest ROI for the least cost.



Debrief Included

Included in the cost of the survey diagnostic is a 90 minute debrief for you and your leadership team and an action planning session with an organizational transformation consultant with experience consulting with some of the biggest brands across the globe!

Our survey will show how the very design of your organization can add wind to your sails.

Steadily. Day after day.

TRANSFORMATIVE ORGANIZATIONS DO IT BETTER

Find out why and how transformative organizations are winning in disruptive times. Get in touch today.

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ABOUT QUESTBACK

Questback is the enterprise platform for Experience Management that helps organizations capture critical insights from their employees, customers, and the market. Using experience data and cutting-edge AI technology, Questback helps foster high-performing employees, convert leads, create high-value customers, build brands and increase profitability. Questback's flexible cloud offering allows organizations to easily integrate real-time experience data and social listening into their existing software solutions, including systems like Salesforce and Microsoft Teams. Founded in 2000, Questback's worldwide offices offer a breadth of expertise to customers across the globe, including complex privacy, compliance security, and modern cloud-based architecture. For more information, please visit www.questback.com or follow us on Twitter, Facebook or LinkedIn.



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