

# Annual Performance Measurement Check

Development, measuring moments and feedback

As an entrepreneur, you are busy taking your organisation to the next level to reach that dot on the horizon you have set for yourself and your business every single day. We know from experience that defining your strategy is one thing, but moving from strategy to execution and involving your people too, is a totally different challenge.

## Organisational development growth phases

Organisations that want to grow, face different challenges, and these challenges differ for each development phase:



### Organisational development

How do we want to structure 'work'? How will we organise ourselves as a company to get the right fit and achieve efficiency?



### Span of control

Managing teams and distribution of responsibilities, who does what.



### Communication flows

Translating strategy into practice. Are we on track or do we need to make adjustments? Breaking the focus areas in terms of action and communication down for teams and employees.



### Team Alignment

Matching the result areas and skills of team and with growth-stage challenges and organisational development needs.



### Individual development of people

From employee to manager.

## The Annual Performance Measurement Check of Human Insight: What is it?

Our approach is unique because we are able to make a direct link with people's talents and how they are best used in the execution of strategy. We do this by using specially developed assessments around talent and organisational development and coaching that provide insight into key performance areas of an organisation.

### Our onboarding process to offer you the right solutions:

1. Intake interview with director, entrepreneur or management team
2. Organisational scan that analyses organisational dynamics and growth challenges
3. Discuss proposal and approach organisational development and impact
4. Use of assessments, tooling, workshops and/or coaching
5. Reflection, measuring progress and feedback organisation stakeholders: managers and employees
6. Recurring annual steps

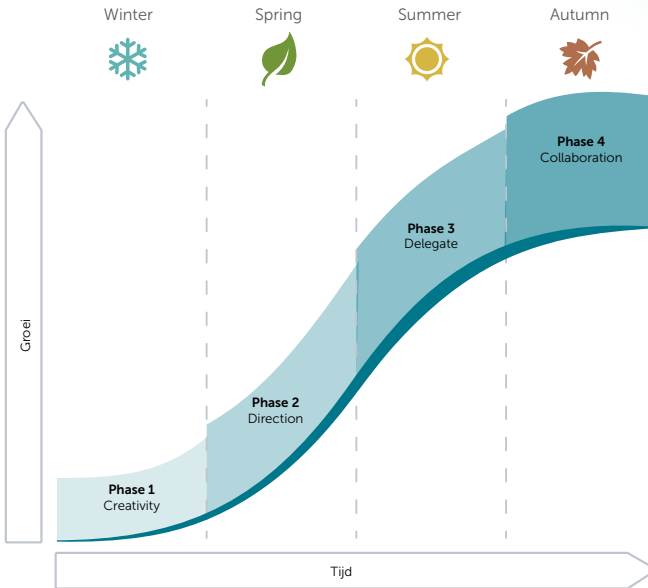
Would you also like to map your organisational culture, as well as the strategic responsiveness and organisational change readiness?

Contact us via:

[www.human-insight.com](http://www.human-insight.com)



The Annual Performance Measurement Check takes into account the growth of your organisation. To guide that growth in the right direction, we look at elements that have an impact in managing the organisation and its talented employees. In the figure you will find an overview of those elements.



- Fixed elements of our Annual Performance Check**
- Onboarding and development talent: personal development of people in key stakeholder positions.
  - Mapping key result areas within the organisation. Are the right people in the right place?
  - Team alignment and dynamics: what is the consistency of behaviour within the organisation?
  - Value chain analysis: how are different teams working together that shape the value chain?
  - Mission Driven Priorities: Is the management team strategy aligned with the execution power of organisation?

## Human Insight has worked with:



YAHOO!

HEINEKEN

TeamViewer

kpn

humaninsight

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