



Vital Organization Scan™

Not for the light-of-heart, Grinnell Leadership's Vital Organization Scan™ (VitalOrgScan™) provides a mechanism for discovering opportunities and challenges associated with succeeding with strategic organizational change. Unlike most consulting approaches, this process requires executives to deal directly and honestly with tough issues and identify enablers as well as gaps associated with success. A common outcome is a more aligned, highly-functioning leadership team holding each other accountable for following through with a clear plan of action to achieve practical/real strategic breakthrough.

Course Categories

1. Focusing strategic business planning upon an unvarnished insight into functioning of customers, organization and leadership
2. Improving executive "team" alignment and leadership
3. Establishing higher level of personal accountability to enterprise

Audience

The suggested audience includes the executive function of the organization, usually a team of 5-12 senior managers.

Key Process Steps

- Executive orientation
- Anonymous interviews with a representative sample of personnel throughout the organization
- Compilation of data, write-up of Summary Analysis & Recommendations
- Feedback to CEO/Director to prepare for the Management Retreat
- Offsite Management Retreat (Team alignment, data analysis, accountability-mapping, and action planning)
- Follow-through implementation (with team and individual coaching)

Customization

The VitalOrgScan™ has been delivered successfully hundreds of times, and we have developed a best-practice template to ensure a positive outcome. At the same time, every application of the process is modified to accommodate the unique needs of the individual client.

Value Proposition

Unlike typical "planning sessions," the VitalOrgScan™ is unique in that it allows management to take a realistic look at the people, situations and resources within their organization (looking behind the "numbers"), and plan strategically to develop a fully functional Leadership Team, align the people in the organization with key goals, and understand the function of the leadership elements within the team. Grinnell Leadership's approach has resulted in many managers saying, "I've been in many of these planning sessions over the years, with different companies, and this is the best I've ever been a part of."

Pricing

Our fees for this service vary by the number of interviews required to provide a representative picture of the "state of the organization". Therefore, initial planning is required to offer a proposal.