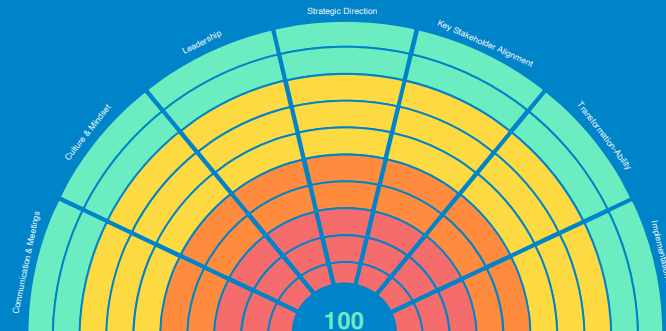


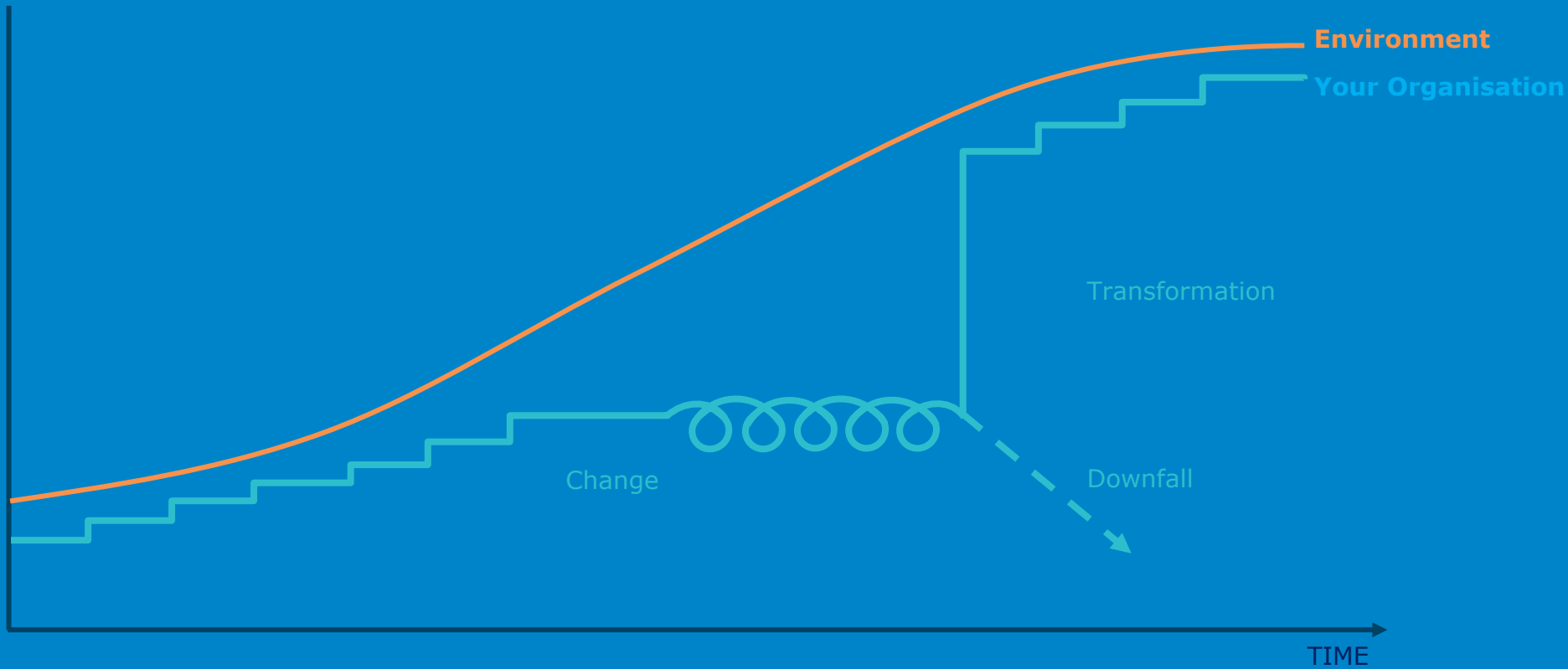


Organisational Health Check

A clear view of your Organisation in 6 weeks



Why important?



It's about
being
adaptable &
keeping pace
with the world
around us

The Challenges for Executives

Challenges:

- High pressure to make quick decisions under uncertainty.
- **Conflicting goals** with key stakeholders hinder progress.
- **High expectations** combined with a lack of transparency across the Organisation.
- **Limited time** to identify clear priorities and quick wins.
- **Constant changes** require rapid adaptability.

The Question

*“How can I ensure that my
Organisation is ready to
successfully move into the future?”*

The Organisational Health Check (OHC)

Strategic Direction

Key Stakeholder Alignment

Transformation Ability

Implementation Power

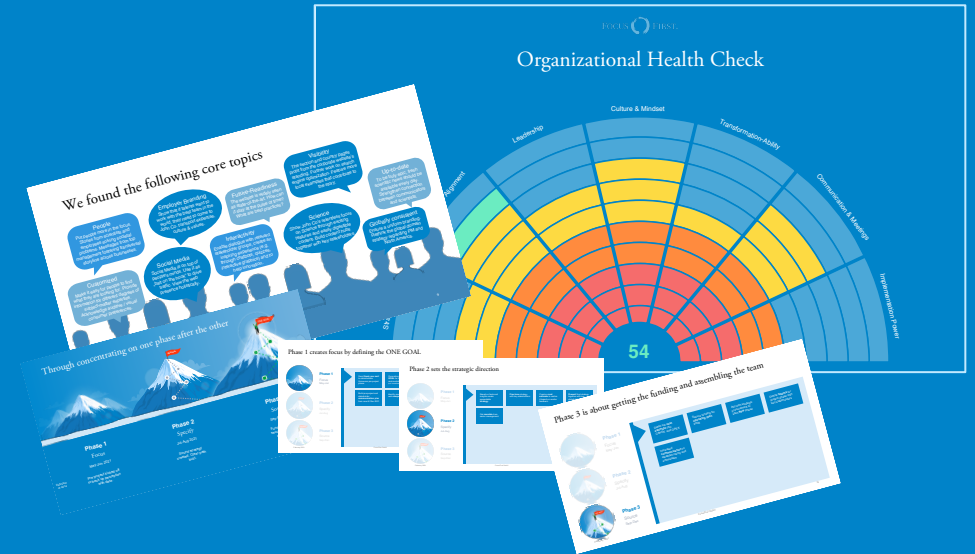
A data-based, holistic approach that:

- Analyses the 7 key dimensions of your organisation.
- Makes roadblocks and quick wins visible.
- Provides clear recommendations for action and a health score.

Your benefits:

- Make clear decisions based on sound data.
- Focus on what really matters.
- Absolute clarity about the strengths and weaknesses of your Organisation.

The valuable guidance within the OHC[®] report comes from three core elements:



- **Clear recommendations for improvement**
- **Insights for communication tasks and project perception in the organisation**
- **360° analysis leading to accelerated implementation**

The 7 Dimensions of the Organisational Health Check

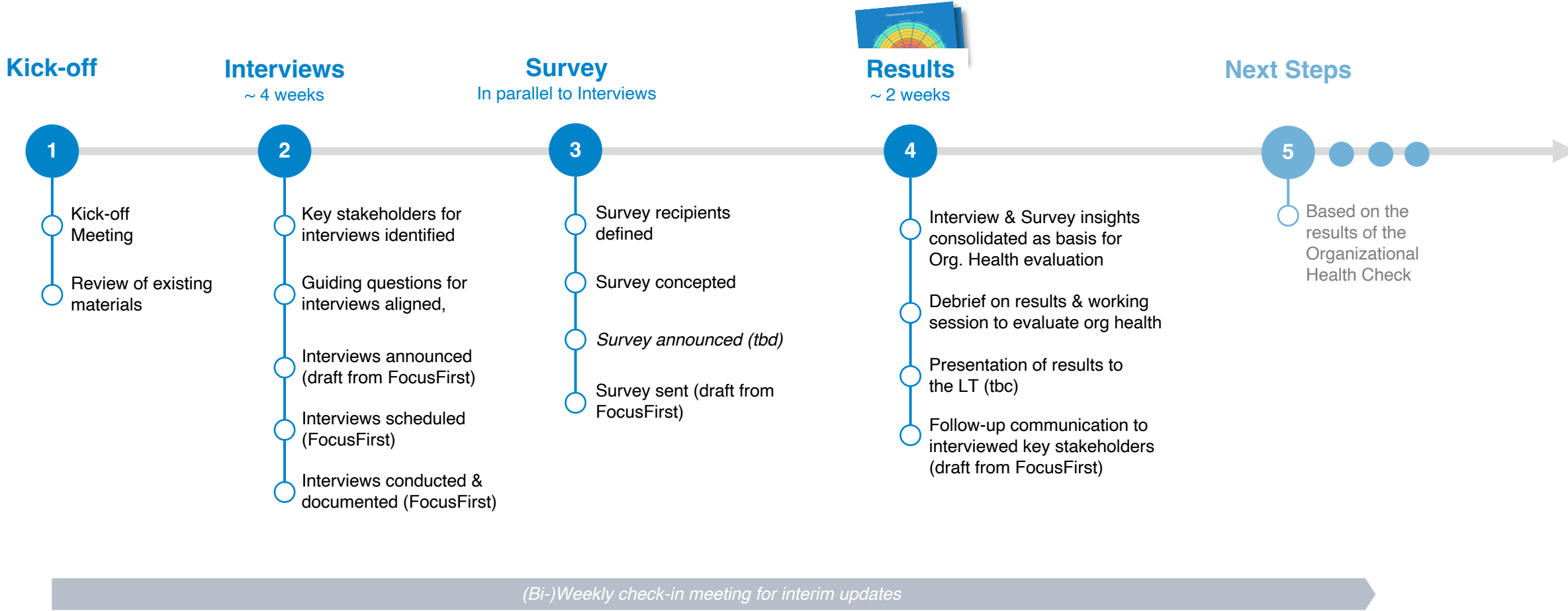
Our analysis includes:

1. **Strategic Direction:** Clarity of vision, mission and goals.
2. **Key Stakeholder Alignment:** Aligning and minimising conflicting goals.
3. **Leadership:** Leadership Team Effectiveness.
4. **Culture and Mindset:** Values, behaviour and organisational climate.
5. **Transformation-Ability:** Adaptation to market changes and technological maturity.
6. **Communication and Meetings:** Transparency and effectiveness of information flows.
7. **Implementation Power:** Efficiency and clarity in processes, roles and skills.

Benefits of the OHC

- **Holistic approach:** Assesses all relevant dimensions of a high-performing Organisation.
- **Data-driven:** Results are based on stakeholder insights, surveys, and interviews.
- **Pragmatic and focused:** Developed by leaders for leaders.
- **Clarity in approximately 6 weeks:** Actionable recommendations & a Health Score as a foundation for decision-making.
- **Building stakeholder alliances:** Identifies goal conflicts and ensures acceptance.

How the roadmap could look like



Are you ready to future-proof your organisation?

Contact us for an initial consultation &
start your Organisational Health Check (OHC)

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Fast forward with FocusFirst.

Who we are

- Family-owned Boutique Management Consultancy
- Specializing in Transformation, Change Projects, Organisational Development
- Unique Blend of Top Executive Expertise, excellent in orchestrating key stakeholders



Whom we support

- Executives Seeking Structured Transformation Strategies
- Fortune 500 & established companies
- Prestigious Clientele: BASF, Merck, E.ON, Novartis, Innogy, etc.



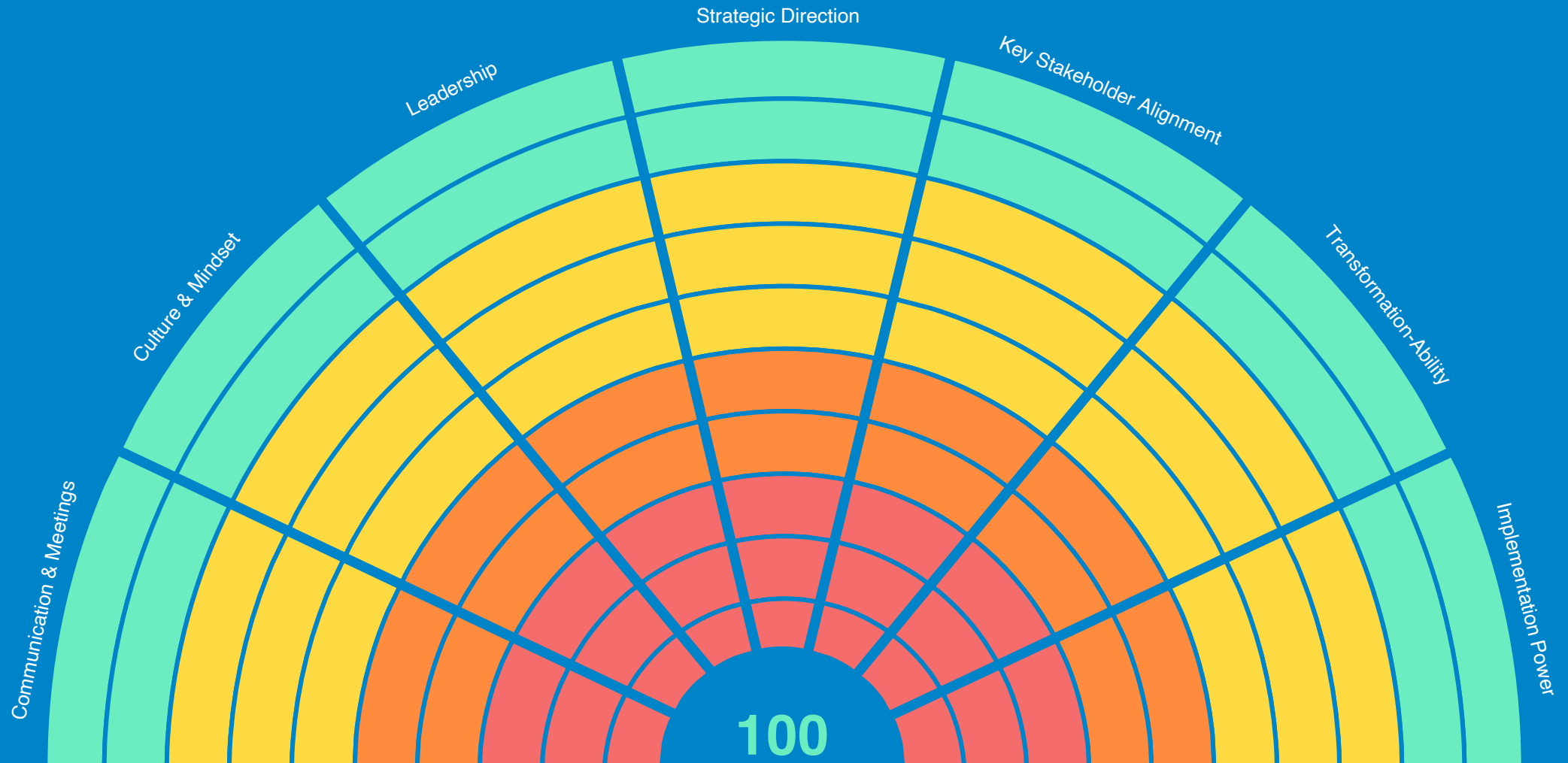
How we do it

- Award-Winning, Evidence-Based Method
- Over 150 Successful Transformation
- Projects completed 33% Faster, while 15% increase in Stakeholder satisfaction. Recognized by 5 Innovation Awards

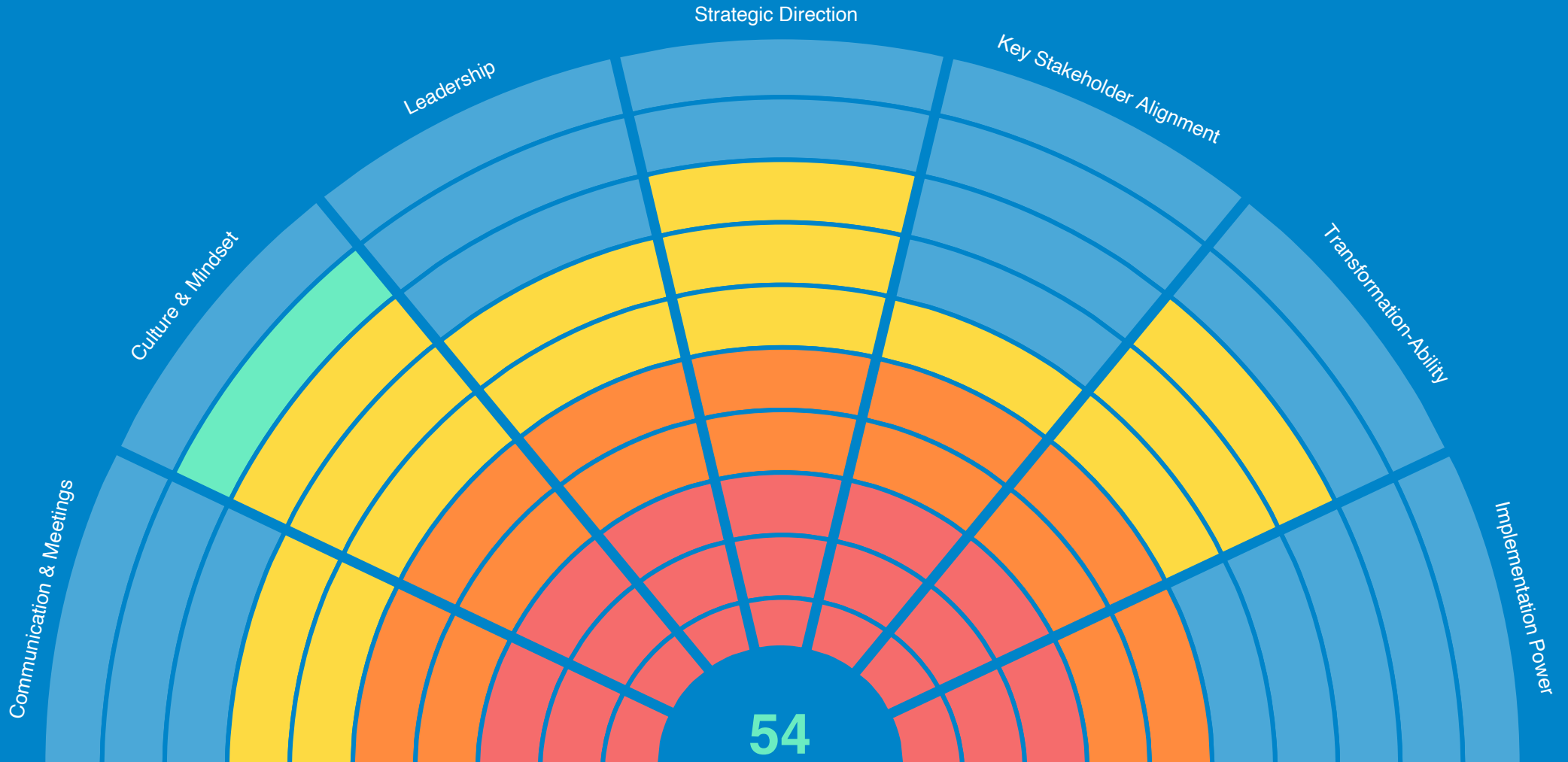


Deep-dive slides

Organisational Health Check



Organisational Health Check



1. Communication & Meetings

Goal:

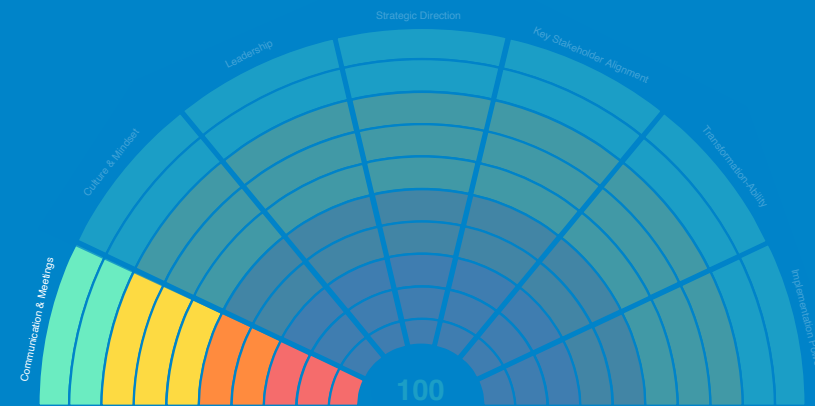
Create transparency within and beyond your organization and make meetings more effective.

Benefit:

Clearer information flows, fewer misunderstandings and more efficient collaboration.

Typical Questions:

- Is information shared consistently and in a timely manner?
- Are there established communication channels that are accessible to all employees?
- Are meetings clearly structured and goal-oriented?
- How is meeting efficiency measured?
- Are decisions clearly documented and communicated in meetings?



2. Culture & Mindset

Goal:

Define a clear vision, mission and strategic goals that are understood and implemented by all.

Benefit:

Higher employee motivation, less fluctuation and stronger innovative strength.

Typical Questions:

- Are the values lived in line with the company's goals?
- How does culture promote openness and creative thinking?
- Are there visible behaviours that strengthen or weaken the culture?
- How is the handling of errors handled in the organization?
- Are there programs to promote a positive mindset?



3. Leadership

Goal:

Ensure that the leadership team acts as a unit and communicates clearly.

Benefit:

Increased trust, better decision-making and increased employee retention.

Typical Questions:

- Is there a clear distribution of roles in the leadership team?
- How strongly is the team perceived by the employees?
- Are the managers working on a common vision?
- Is there a clear feedback culture in the leadership team?
- How strong are the communication skills of the managers?



4. Strategic Direction

Goal:

Define a clear vision, mission and strategic goals that are understood and implemented by all.

Benefit:

Align all teams with long-term priorities and avoid duplication of effort.

Typical Questions:

- How well are vision and mission communicated?
- Are there clear priorities that are geared towards long-term goals?
- Are the strategic goals aligned?
- How well are strategic priorities understood in the company?
- Are there measurable KPIs to check the achievement of goals?



5. Key Stakeholder Alignment

Goal:

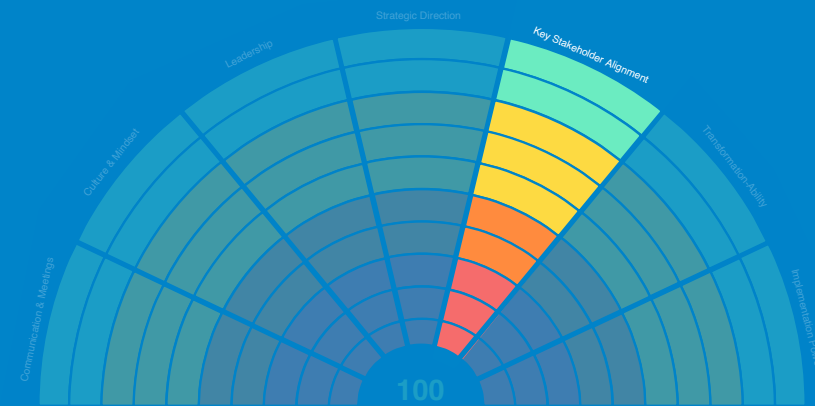
Understand the expectations and needs of key internal stakeholders and avoid conflicts.

Benefit:

Better collaboration, reduction of resistance and more efficient decision-making processes.

Typical Questions:

- How strong is the collaboration between teams and stakeholders?
- Are conflicting goals proactively identified and addressed?
- Are there established feedback loops with stakeholders?
- How well are the expectations and needs of the stakeholders known?
- Are internal stakeholders involved in strategic decisions?



6. Transformation-Ability

Goal:

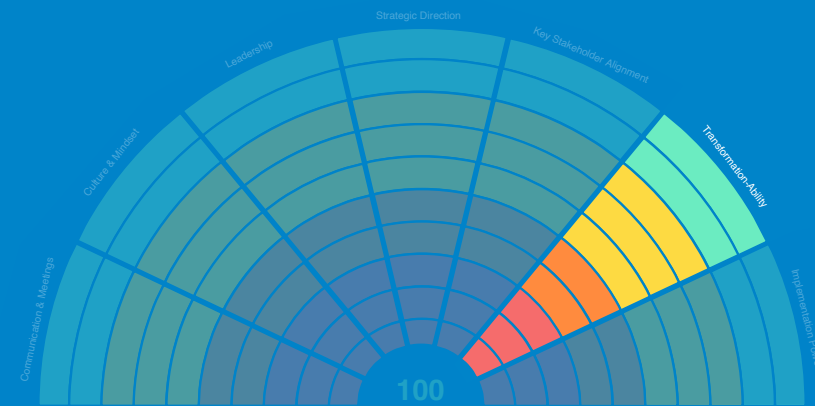
Prepare the organization for unpredictable, critical changes and take advantage of technological opportunities.

Benefit:

Quickly adapt to market changes and take advantage of competitive advantages.

Typical Questions:

- How flexible are processes and technologies?
- Are trends identified and integrated at an early stage?
- Are there mechanisms to evaluate and deploy technological innovations?
- How quickly can your organization respond to market changes?
- Are internal resources sufficient to execute transformations effectively?



7. Implementation Power

Goal:

Optimize processes, roles and skills to make the organization capable of acting and efficient.

Benefit:

Faster results, less wasted resources, and greater accountability.

Typical Questions:

- Are the existing processes efficient and goal-oriented?
- Are there clear responsibilities for all tasks and projects?
- What skills are missing to achieve strategic goals?
- Are the right priorities being set for effective implementation?
- Are there continuous improvement mechanisms in the operational processes?

