

Organizational Management Analysis (OMA)

Maps Your Organisation's Path to a Prosperous Future

The **Organizational Management Analysis (OMA)** is an essential element of organisational development. An OMA report presents a compilation of the information obtained from the individual **CheckPoint 360** results of a group of managers. The report provides a factual summary of the perceptions of a management group with input from the manager's bosses, peers and direct reports.

The value of the **Organizational Management Analysis** is in providing a description of where you are now. This has been described as "the fifth point of the compass." The "fifth point" concept means successful management decisions regarding the direction to take a company must be predicated on knowing where you stand now. False assumptions often lead to wasting time, effort, and resources. The **OMA** report is a guide to future development based on statistically accurate data. When you know where you are and where you want to go, you can chart your course with confidence and certainty.

The **OMA** process examines a company's culture and provides insights to the alignment of management groups with the company's goals and objectives. This information is used to analyse the human capital aspects associated with an organization's long-term strategic objectives. The report also provides an analysis of organisational development priorities and defines organisational training needs.

Ask Yourself These Questions:

- Would I benefit from creating a baseline measurement against which to track progress in organisational development activities?
- Do my managers and employees share my vision, mission, and values for organisational success?
- Do I have a system to measure/quantify management effectiveness?
- Are my internal management practices in alignment with achievement of organisational goals or is there a negative correlation?
- Do the behavioural skills of managers contribute to a positive synergistic impact on performance for my company?
- Am I settling for too little productivity from my leadership and management team, thus creating a negative profit impact?

If you've answered yes to any of these questions, **Organizational Management Analysis** can help.

For more about the Organizational Management Analysis	Call: 0845 600 1556 Email sales@tlsa.co.uk The Leadership & Sales Academy, Paisley House, Farnham Lane, Haslemere, Surrey, GU27 1EU, United Kingdom.
--	---