

# Organisational Performance

## Organisational Ecosystem Management System (OESM)

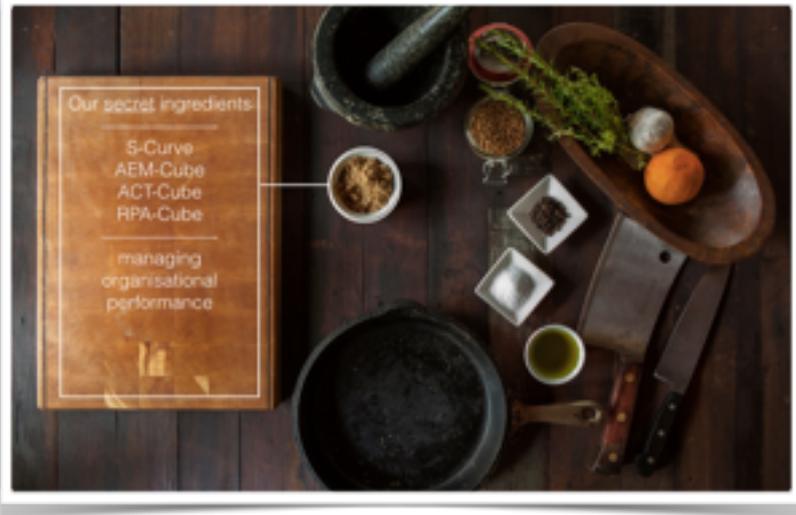


### About

Since it was established in 2000 Human Insight has been helping executives all over the world to develop and deploy their strengths to achieve results. Our revolutionary approach is based on a scientific understanding of how people respond to complexity, engage with change and build confidence in pursuit of their goals.

### Why are we unique?

Human Insight's purpose is to equip executive boards with the means to monitor and shape their organisational environment to support successful implementation. Our tools and approaches have been developed solely with this purpose in mind. They are based on a thorough understanding of the individual, team and organisational dynamics of executing strategy. Together with Peter Robertson we have validated our tools in multiple research studies which you can download [here](#) on the social science research network website.



### What we do for you

We provide accessible, high impact tools to use in strategy execution. The tools bring to life in simple language the power of diversity and strengths based leadership. They relate individuals' and teams' strengths to the strategic goals and highlight inefficiencies in the organisation's value chain. The tools are built on a scientific foundation universally applicable across business, not-for-profit organisations, and in different cultures and countries.

For executive boards we provide an action based dashboard depicting the human system within the organisation at individual, team and business unit level, enabling pinpointed interventions to strengthen strategic performance.





## Track record

Human Insight's tools have been used by organisations seeking to improve performance in executing strategy. Through our consulting partners our tools have been used to reduce the risk of failure.



## Value for managers and executives

One of the key challenges facing executive boards is managing the human system within their organisations to deliver strategic performance at the pace they require.

The AEM-Cube provides insight into personal strengths and effective relationships with others. It enables the deployment of key personnel and formation of critical teams using a strengths-based approach to performance improvement.

The ACT-Cube provides an organisational x-ray immediately showing managers where to intervene to improve the achievement of strategic goals. The x-ray reveals where there are weak links in the organisation and for each team/function how they best contribute to performance.

## Deliverables

Human Insight partners are equipped with an on-line project office allowing them to set up individual projects customised to the needs of their clients. The tools can be used throughout the organisation to collect data to help the manager execute the processes of strategic execution:

*Designing high performance teams; teams can be quickly assembled based on where they make their best contribution to performance. Conversely the executive can avoid the risks of leaving teams in place which are not achieving their strategic goals.*

*Analysing the value chain to identify weaknesses in alignment and poor collaboration.*

*Providing growth plans for individuals to identify where they make their best contribution to performance.*

