OD-MAP

What is it? How does it work?

OD-Map® is an organizational diagnostic survey for assessing the people side of organizational effectiveness. It gathers employee opinions about Employee Engagement and its main driving factors. It measures those intangible "soft" factors that are key to the vitality of the organization, yet hard to capture or quantify via other objective methods. It is an anonymous survey which consists 46 questionnaire items. It requires a laptop or desktop computer and Internet access, and it takes about 10 minutes to complete. The value of OD-Map® lies in its highly applicable organizational effectiveness model, its intuitive reports and advanced organization modeling and analytic functions.

Target group

It is suitable for organizations with 50 or more white collar people. Smaller companies also have used it with success, but it's value grows exponentially with the size and complexity of organizations.

Application area

Organization Development, leadership development, company culture assessment and development, engagement improvement, action learning, post-M&A culture integration.

What does it assess?

It assesses Organizational Health from 8 main angles:

1	Overall Score
2	Employee Engagement
3	Trust in Leadership
4	Talent Management Practices
5	Immediate Supervisor
6	Team Spirit
7	The Job Itself
8	Management Excellence

Example of the survey interface:

1. Current Status
Please evaluate the following aspects of your company/job:

	Strongly disagree	Disagree	Can't tell	Agree	Strongly agree
We have an effective performance management system	○	○	○	○	○
My supervisor provides the support/guidance I need	○	○	○	○	○
We have a very cohesive team between colleagues	○	○	○	○	○
Our company is highly efficient	○	○	○	○	○
I truly enjoy my day-to-day work activities	○	○	○	○	○
Top management makes good decisions for the firm's future	○	○	○	○	○

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OD-TOOLS

OD-MAP

Key features

The OD-Map® Organization Effectiveness model is based on the results of the John Gibbons study, the most comprehensive literature review on employee engagement to date, providing a robust framework for the engagement driving factors. OD-Map® goes further than most engagement surveys, including questions about improvement needs and job satisfaction. It also supports custom questions and modeling the organization. Intuitive reports such as Strengths & Weaknesses, Strongest drivers of engagement, Benchmarking, Item Statistics make implementation easy, while advanced analytic functions enable slicing and dicing the data to reveal important insights.

Reports

Scores for Dimensions & Behaviors; Focus Items; Strengths & Weaknesses; Statistics and Benchmarking; Segment Reports for each Departments, BUs, etc.

Report example pages

The OD-Tools® Assessment Platform

OD-Tools® is the home of exclusive assessment and advisory tools for professionals in the fields of OD, HR, training, psychometrics and consulting. It powers psychometric tests, 360 assessments, and organizational diagnostic tools. It is a cloud-based web application with multiple server locations across the globe, and compliant with the strictest privacy and data protection laws, including EU requirements. OD-Tools® is running on Microsoft Windows servers and Microsoft .net technology.