



BUSINESS IMPROVEMENT REVIEW

For
Sample case Study 2
16/05/2006



RAPIDBI

KNOWLEDGE • UNDERSTANDING • ACTION



WELCOME TO YOUR BUSINESS IMPROVEMENT REVIEW

The following pages show the outputs from the BIR completed in
May 2006 with **Mike Morrison** facilitating.

The BIR is a perceptions based tool and not a factual measurement, however peoples perceptions are their reality, and for an organisation to work effectively peoples perceptions should be aligned. Often the reason for an organisation not being as successful as it could be is the fact that varying parts of the organisation are not aligned closely enough together.

While perceptions may not be fact, where groups report a similar view their is a high likelihood that the view is accurate.

The purpose of this output is to generate discussion and provide a vehicle for a business action plan. Your facilitator will guide you through understanding the outputs in this document.

If you have staff or external parties we urge you to share these graphics with those people. It generally creates useful dialogue which often leads to stronger relationships.

You have now completed the diagnosis part of the Business Improvement Review (BIR).

The RapidBI team wish you well with the implementation.

Business Performance & Potential, Board

Sample case Study 2

This shows the extent of clarity & understanding between key personnel on important issues

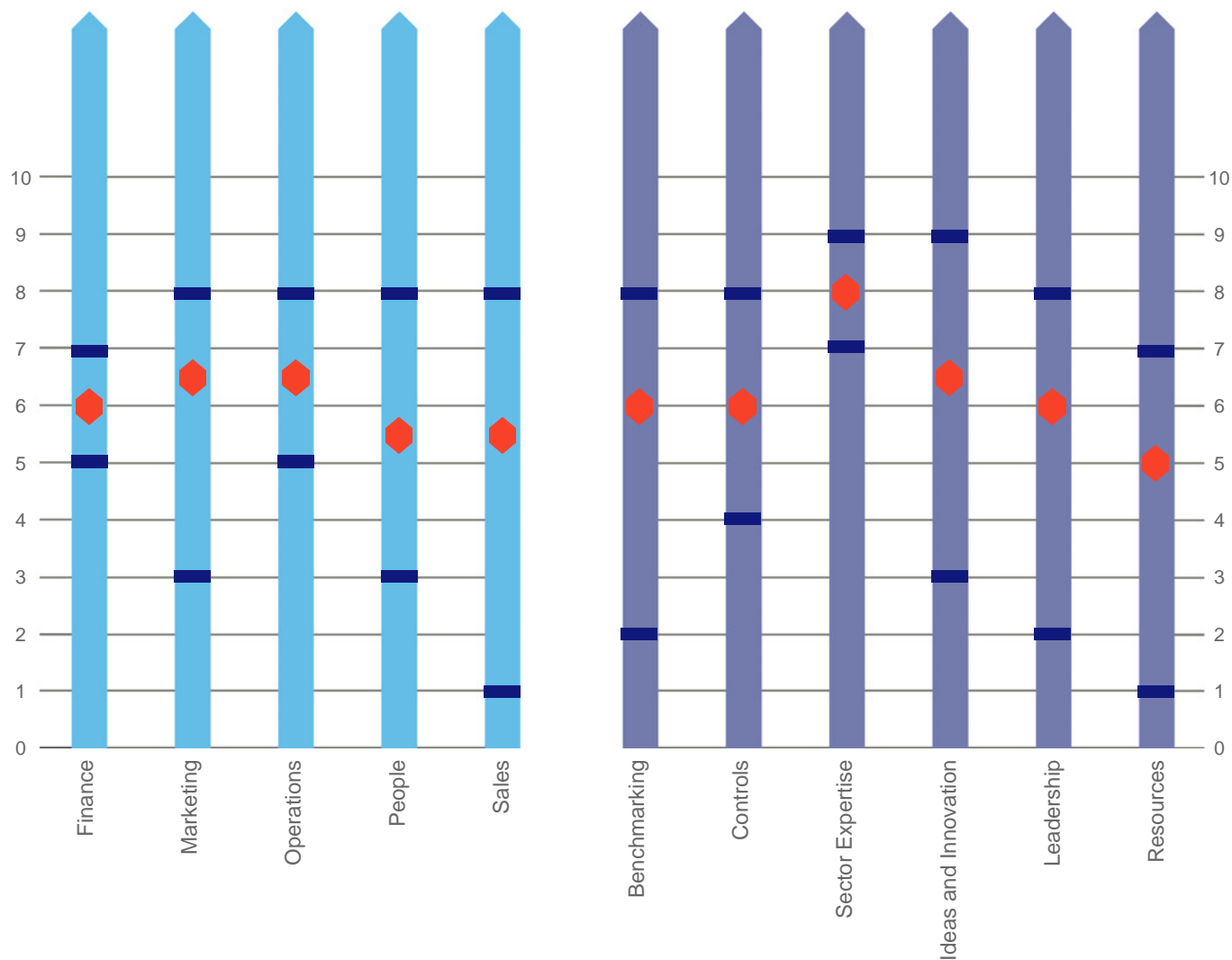
The Board of Sample case Study 2 were asked to consider a number of areas of the organisation and rate them 1-10.

The graph below shows the range of scores given along with the average score for each area.

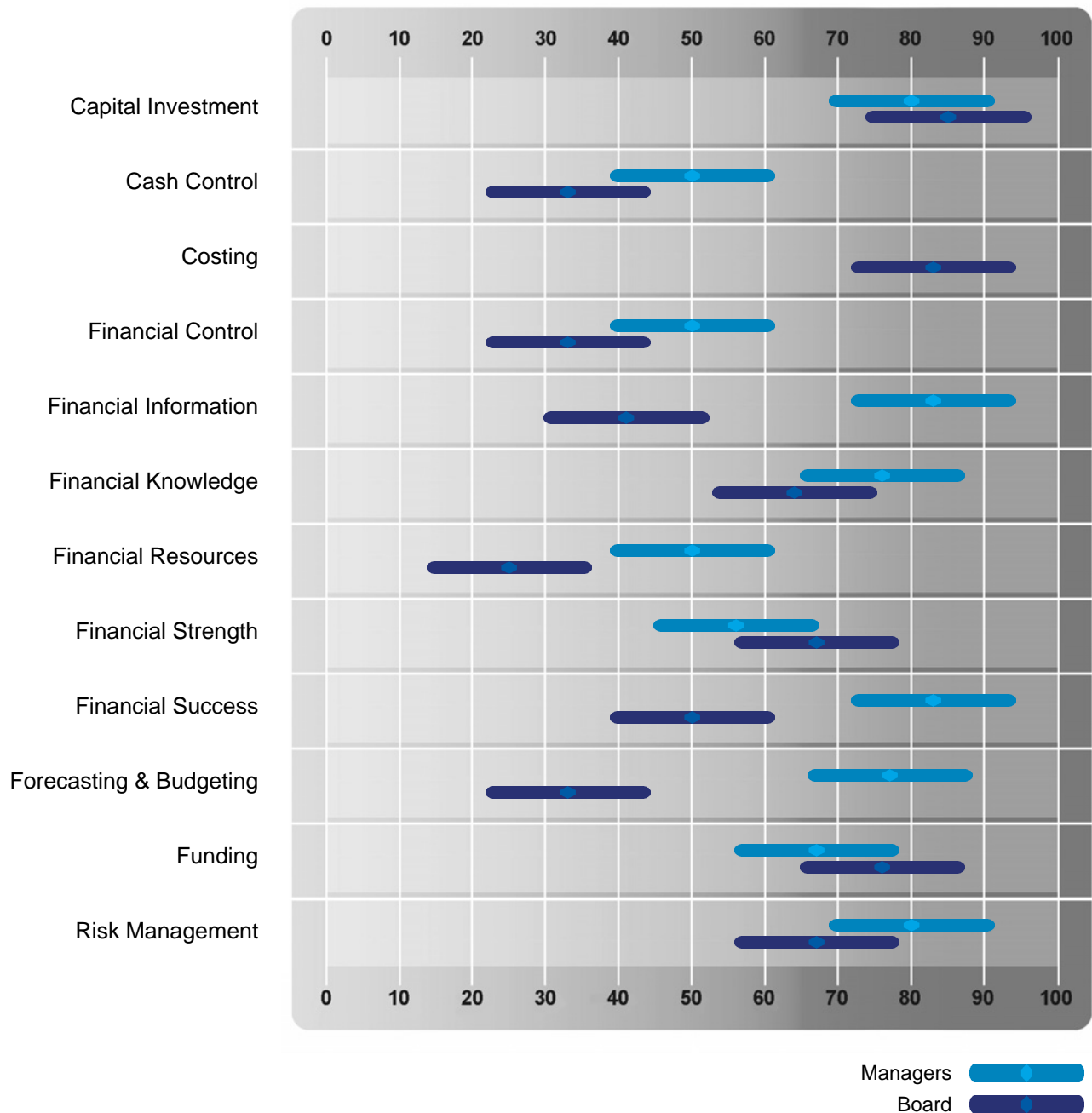
You should consider the comments supplied at the time when reading this.

The shorter the vertical bar the more consensus the team has. Where the bar is longer than 2, there may be a misunderstanding or lack of communication in this area.

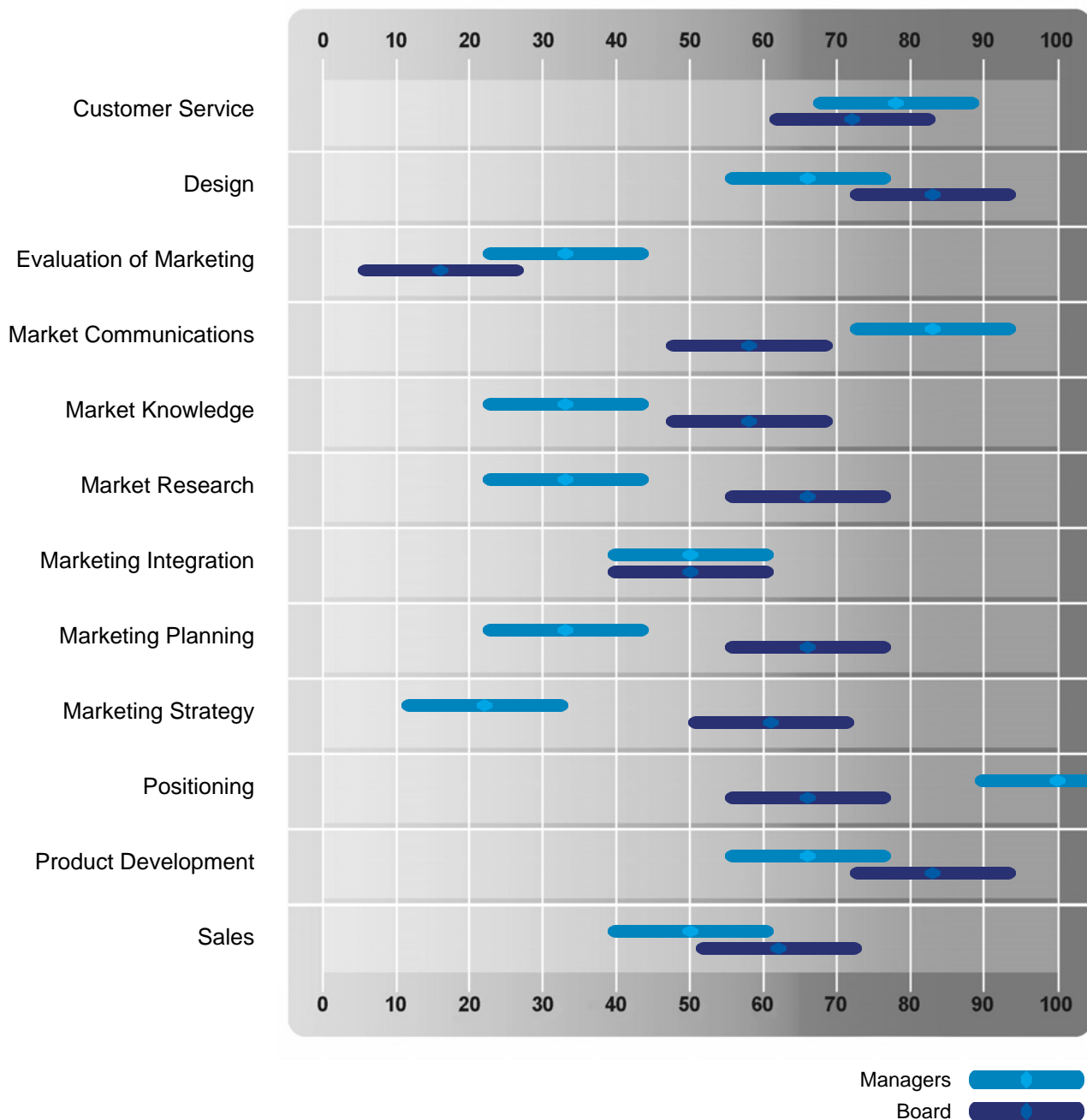
Any average under 6 suggests significant room for improvement.



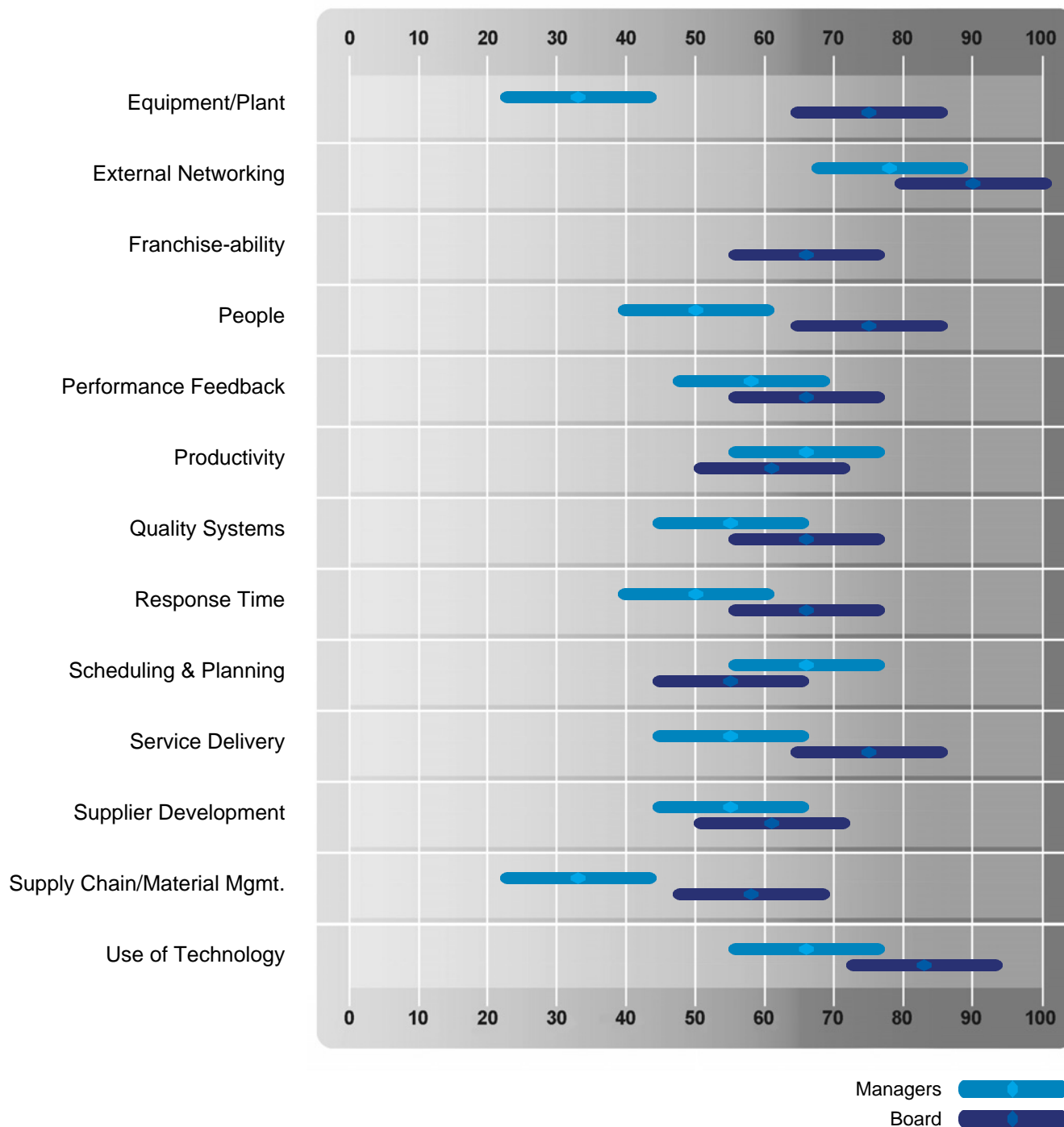
This shows how people in the organisation view financial factors.



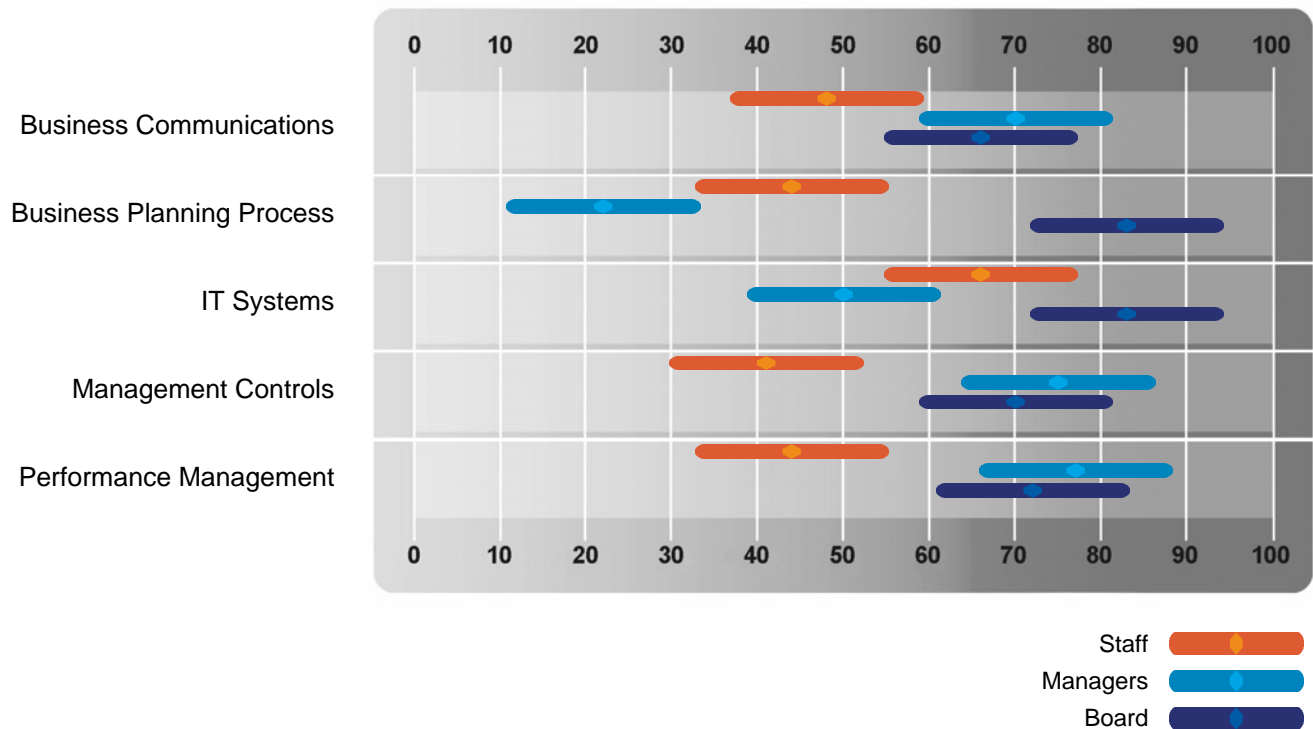
This shows how people in the organisation view marketing factors.



This shows how people in the organisation view operational factors.



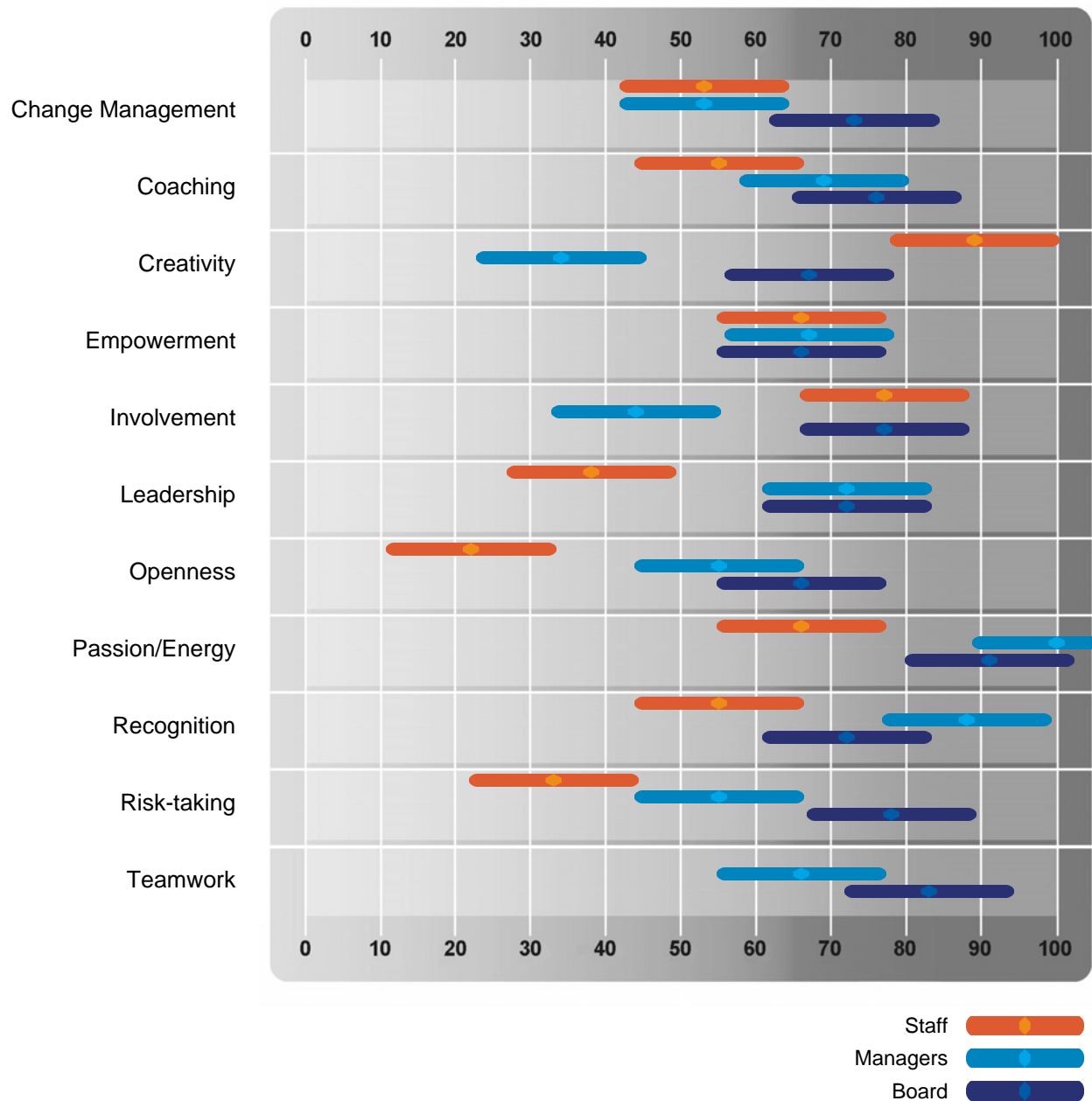
This shows how people in the organisation view the strategic management processes.



Management Style

Sample case Study 2

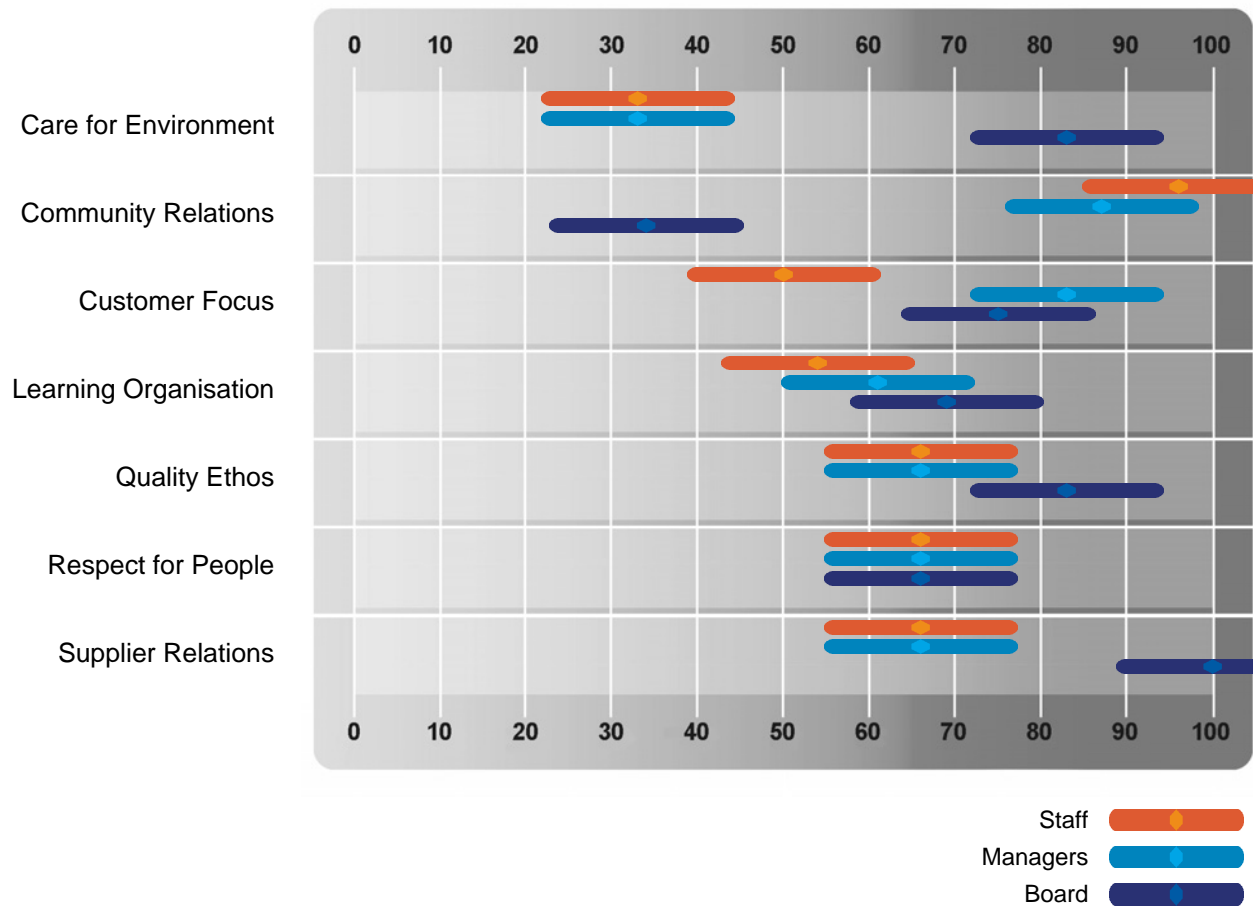
This shows how people in the organisation view the style of management.



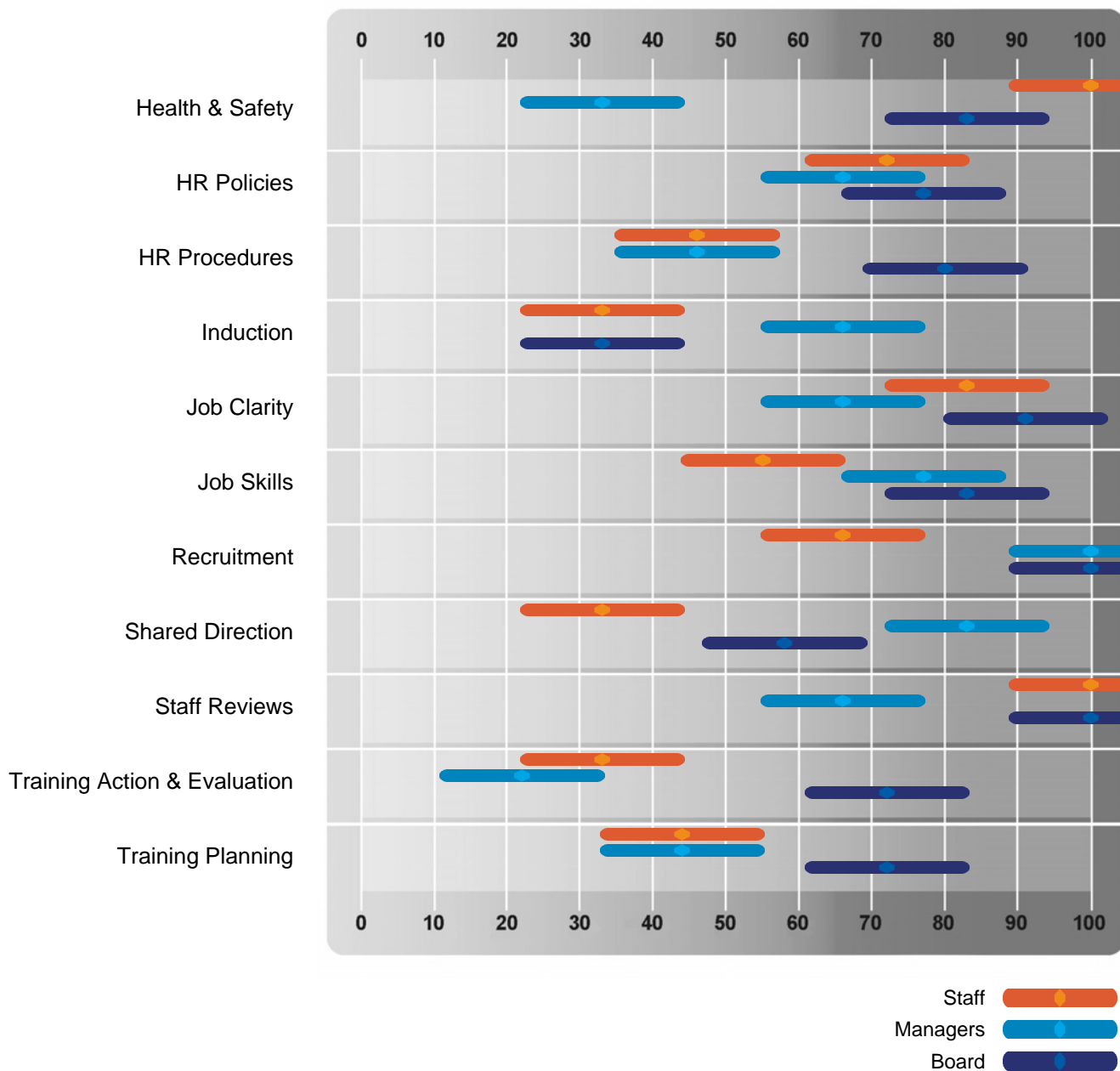
Management Values

Sample case Study 2

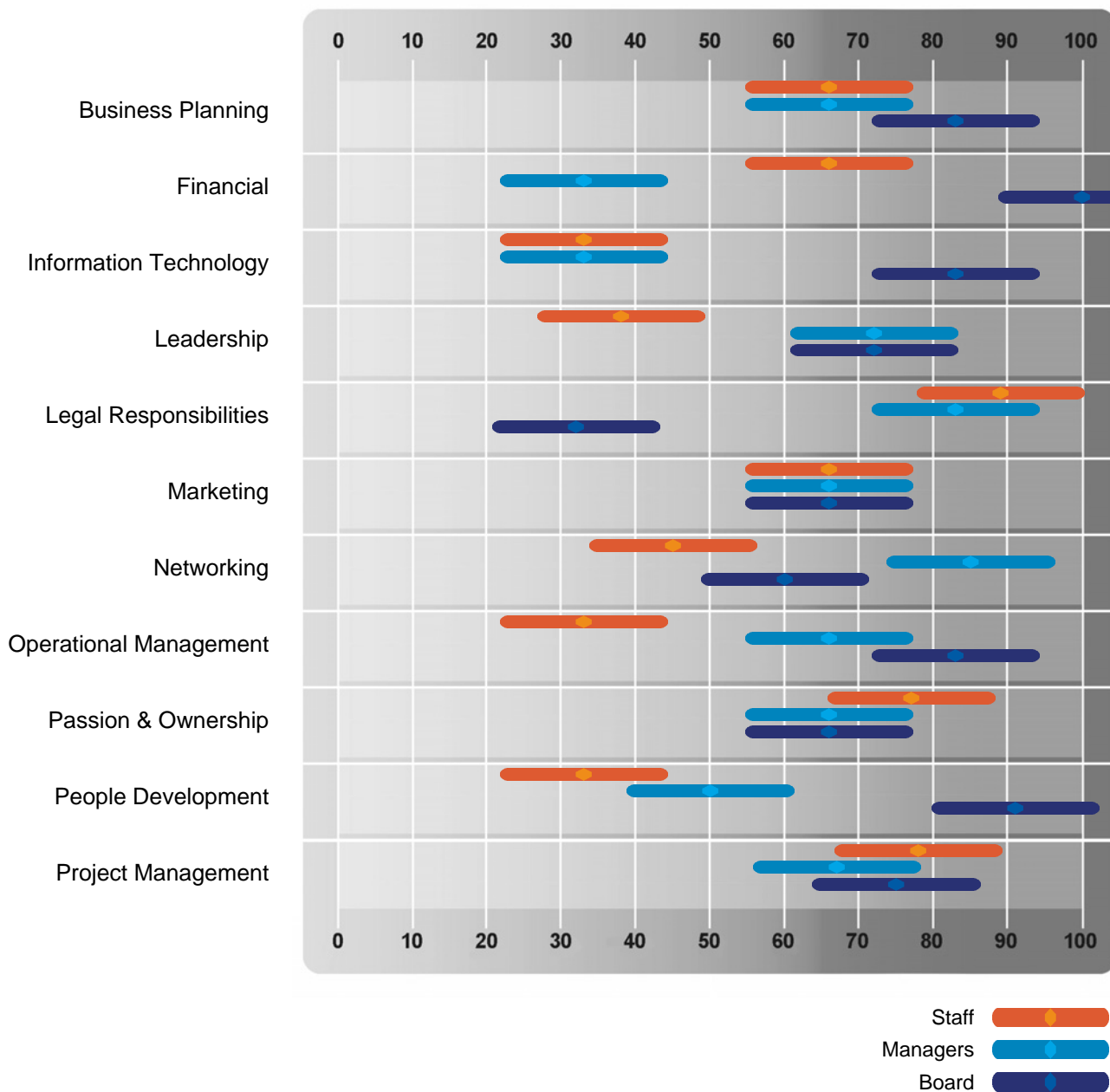
This shows how people in the organisation view the values the organisation demonstrates.



This shows how people in the organisation view people management factors.



This shows how people in the organisation view the management skills of senior management.



Personal Skills & Knowledge Board

Sample case Study 2

This graphic shows how the key people rated their own ability in a range of key areas.

The Board of Sample case Study 2 were asked to consider their own abilities in a number of areas and rate themselves 1-10.

The graph below shows the range of scores given along with the average score for each area.

While wide ranging scores in any given area is not necessarily a problem, the important point to determine is the extent to which the team has a balance of skills and are they in the right places? Any areas where there is a low average should be considered as a training or development need for the management team.

