M2M BUSINESS SOLUTIONS

FREE SELF-CHECK

# The Harmonic Snapshot

15 questions. About 10 minutes. See where your business is in harmony across leadership, organization and people, and where it isn't yet.

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Lead. Align. Overcome.

Also available online at m2m-businesssolutions.com/harmonic-snapshot

HOW TO USE IT

# Answer as things are, not as you'd like them to be.

STEP 1

## Score each statement from 0 to 4

0 = not true at all · 1 = rarely true · 2 = sometimes true · 3 = mostly true · 4 = consistently true

STEP 2

## Add up each pillar

Each pillar has five statements, so each total is out of 20.

STEP 3

## Compare views

For a truer picture, ask two or three of your leaders to complete it on their own. The gaps between answers are often the most useful finding.

GOOD TO KNOW

This is a self-reflection, not a diagnosis. Your answers stay with you unless you choose to share them.

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PILLAR 1 · LEAD

# The Harmonic Leadership Trinity™

Is the executive clear, and is that clarity shared across the brand?

| | | | | | | |
|---|---|---|---|---|---|---|
| 1 | Our leadership team can state our direction and top three priorities in the same words. | 0 | 1 | 2 | 3 | 4 |
| 2 | I am clear on what I personally stand for, and it shows in how I lead. | 0 | 1 | 2 | 3 | 4 |
| 3 | How the business looks from the outside matches how it works on the inside. | 0 | 1 | 2 | 3 | 4 |
| 4 | Decisions that should be made at the top get made on time, with courage. | 0 | 1 | 2 | 3 | 4 |
| 5 | I give my best energy to the work only I can do. | 0 | 1 | 2 | 3 | 4 |

LEAD TOTAL (OUT OF 20)

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PILLAR 2 · ALIGN

# The Happy Organization™

Do systems, structure, policies and procedures carry the direction into execution?

| | | |
|---|---|---|
| 6 | Every department has a small number of priorities that connect to the company goals. | 0 1 2 3 4 |
| 7 | Our key processes are written down, owned and actually followed. | 0 1 2 3 4 |
| 8 | We review a short set of numbers on a regular rhythm and act on what we see. | 0 1 2 3 4 |
| 9 | Roles and decision rights are clear; work does not fall between people. | 0 1 2 3 4 |
| 10 | Our policies and systems support our strategy rather than slow it down. | 0 1 2 3 4 |

ALIGN TOTAL (OUT OF 20) ☐

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PILLAR 3 · OVERCOME

# The JOY Movement™

Are people free to overcome the doubts, fears and habits that hold them back?

| | | |
|---|---|---|
| 11 | People here can raise a problem or admit a mistake without fear. | 0 1 2 3 4 |
| 12 | When change comes, most people lean in rather than resist. | 0 1 2 3 4 |
| 13 | People are growing in confidence, not just in skills. | 0 1 2 3 4 |
| 14 | We notice and deal with habits that hold people back. | 0 1 2 3 4 |
| 15 | People would describe this as a place where they can do their best work. | 0 1 2 3 4 |

OVERCOME TOTAL (OUT OF 20) ☐

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READING YOUR RESULTS

# Your lowest pillar is your starting point.

PLOT YOUR THREE PILLAR TOTALS: SHADE EACH COLUMN UP TO YOUR SCORE




| | |
|---|---|
| **IF LEAD IS LOWEST** | The organization may be working hard in different directions. Clarity at the top is the first lever. |
| **IF ALIGN IS LOWEST** | The direction may be right but isn't reaching daily work. Priorities, processes and a review rhythm are the first lever. |
| **IF OVERCOME IS LOWEST** | Plans may be sound but people are holding back. Safety, confidence and ownership are the first lever. |
| **IF THE PILLARS ARE FAR APART** | A gap of 6 or more points between pillars usually means the business is out of harmony, even if one area is strong. |

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YOUR NEXT STEP

# Bring your Snapshot to an Executive Conversation.

In a focused conversation with Kiran Mann, Founder & CEO, we look at your scores together, test them against what you see in the business, and agree whether there is a clear place to start. The Snapshot is a simplified self-check; client work uses a fuller diagnostic built on interviews, documents and data.

## Request an Executive Conversation

60 to 90 minutes, confidential and at no charge.

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