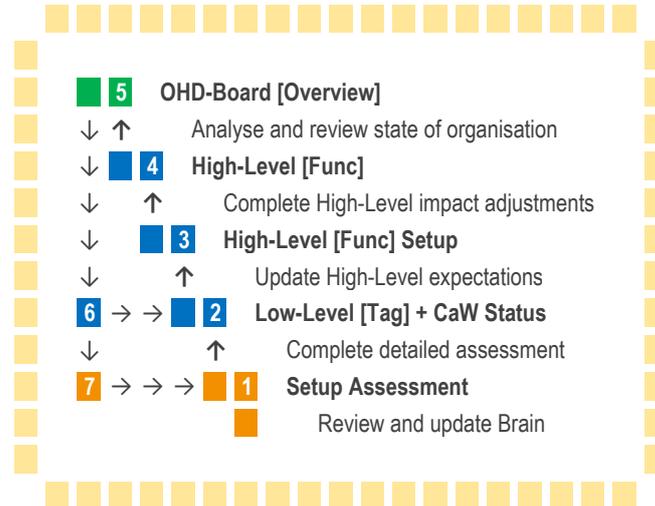


FUNC	F-Ops	Function Name
EIS	FF	Executive Intelligence Strategy
FFC	FF	Finance Forecasting and Control
HRI	FF	Human Resource Intelligence
SCM	SF	Supply Chain Management
SPG	SF	Safety, Policy, Governance
MAB	SF	Marketing Advertising Brand
EGB	EE	Executive Governance Board
SFD	EE	Strategy Formulation Deployment
ITR	EE	Information Technology Research
CEI	EE	Communication Emotional Intelligence
PFD	EE	Policy Formulation Deployment
CVP	EE	Core Values Purpose
CaW	None	Change and Waste Management



- 1 >** In the setup you outline all the assessment parameters, we call it the OHD-Brain for that reason. The quality of the Brain setup determines the accuracy and how informative your assessment will be.
- 2 >** When the Brain is setup you move to the Low-Level [LL] assessment, simply assess each item in column F and use the commentary and CaW fields to help create detailed action and mitigation plans.
- 3 >** After LL-assessment has been completed review the High-Level standards, choose the percentage that meets the relevant expectation level for all items in columns H and K. This can be done in advance also.
- 4 >** Finally, to complete the High-Level [HL] assessment you need to review and adjust the impact measurements in column S, also make sure you make any necessary performance related notes.
- 5 >** Now that the HL-assessment has been completed we can review the results in the OHD-Board, you can also print your report if it easier for you, enjoy!
- 6 >** The OHD-Platform is all about continuous improvement, so whilst you can use the tool as a snapshot the value is in re-running the assessment periodically, monthly or quarterly is our recommendation.
- 7 >** Changes to the organisation and operating dynamics, or how the assessment performs, should be captured through changes to the Brain, review the Brain frequently in the beginning to increase quality.

‘Inspire’
 ‘Challenge’
 ‘Create’
 ‘Measure’
 ‘Sustain’
 ‘Adapt’
 ‘Change’
 ‘Evolve’

Impact Factoring [IF] explained	IF Scale	LL-IF	HL-IF		
Impact Factoring [IF] allows us to adjust the level of importance for each assessment item, see the scale. First the Low-Level score is generated using LL-IF, and the High-Level score is visible through the OHD-Board, which is generated using HL-IF.	Low	25	40	FF	Fundamental Functions
Factoring helps us emphasise more on the crucial aspects of business, but both views with factoring and without are important and vital for developing a holistic organisation health picture	Medium	50	60	SF	Strategic Functions
	High	75	80	EE	Efficiency Enablers
	Very High	100	100	F-Ops	HICCS-Fusion-Ops

You are good to go, remember to start with recording the assessment date and unit you are using the assessment for in the Brain.

OHD is suitable for corporate requirements as well, you can assess teams and units and report back on the findings at top level, call us to discuss your needs on +358407263558 or e-mail on info@hiccs.fi

Whilst OHD might at first seem a bit lengthy to complete, when the Brain has been setup to match your standards fully you actually only make small adjustments to your previous assessments. Setup time is between 2-8 hours depending on size and industry. **When OHD has been fully integrated and reached optimal operation one assessment can be completed in less than 30 min** easy, however we do encourage using the commentary fields to document your actions and findings which takes a bit more time.