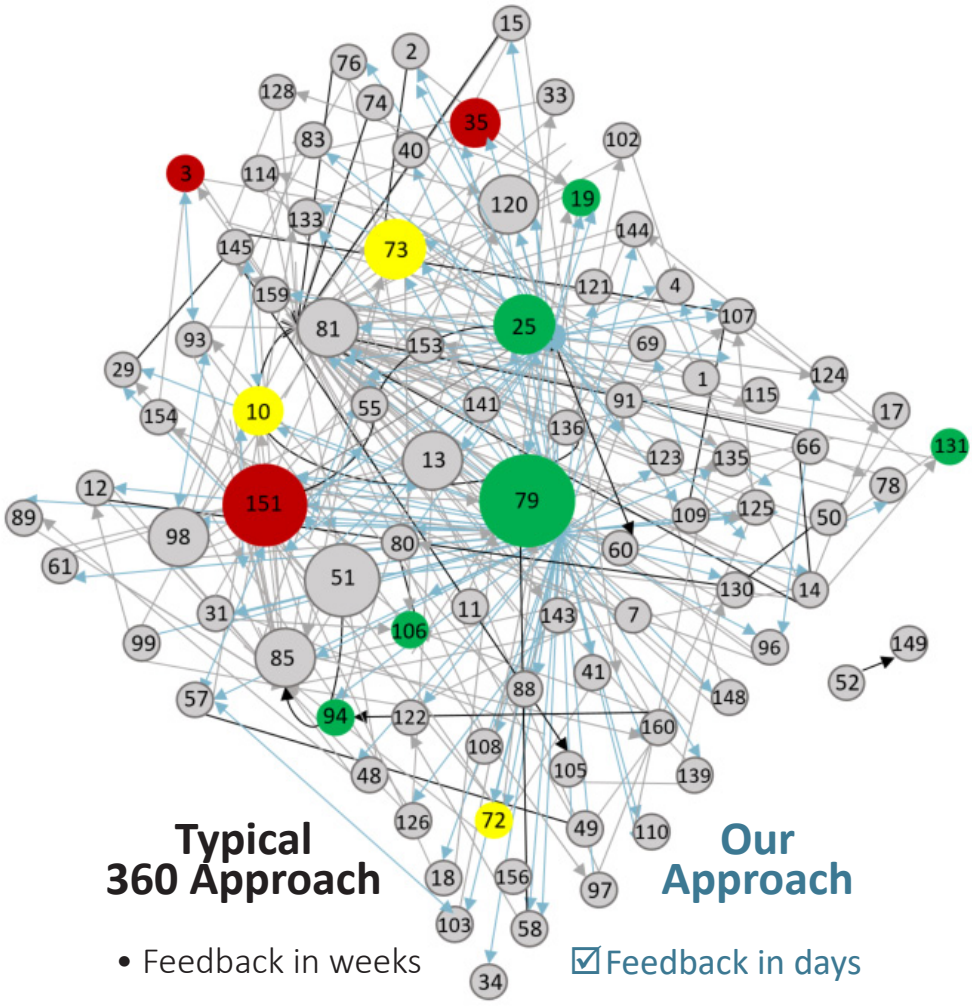
SOLUTIONS

# KEY PEOPLE INDICATOR™

## Who Are Your *Key Influencers*?



### 360 FEEDBACK

The Key People Indicator (KPI) is a rater-driven assessment dedicated to uncovering organizational insights. An entire organization or group participates in the process at the same time, in a 7-10 day cycle.

### Why KPI?

Raters choose who they would like to provide feedback for rather than participants selecting who to receive feedback from. This identifies influencers and provides results without rater bias.

### How It's Measured

KPI scoring allows you to identify change agents, high potentials, areas of development, and more. Results are detail driven and customizable to fit your organizational needs.

### Typical 360 Approach

- Feedback in weeks
- Participants select raters
- Biased ratings
- Individual results

*Invitation to select raters*

*Rater selection reminders*

*Selection of raters*

*Rater invitation to provide feedback*

*Provide feedback reminders*

*Survey cut-off*

### Our Approach

☑ Feedback in days

☑ Raters select participants

☑ Normalized ratings

☑ Organizational insights

*Rater invitation to provide feedback*

*Provide feedback reminders*

*Survey cut-off*


**WORK EFFECTS**

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# Key People Indicator

# APPLICATIONS

## SITUATION

### Identifying Change Agents

A company wants to implement new technologies throughout the organization…

-Who is part of the design team?
-Who do we introduce the technologies to first?
-Who can we leverage for widespread adoption?

### Find the Silos

Teams are not aligned with each other and have competing priorities, making it difficult to coordinate across functions…

-Where are silos?
-Which teams / functions are most silo'd?
-Who can I leverage to bridge the divides?

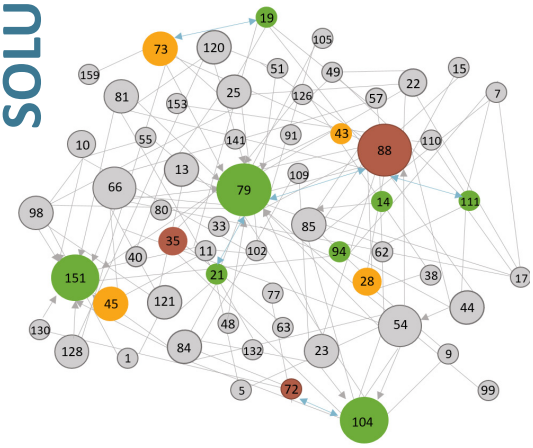
### Determining Eligible Mentors

A company wants to start a mentorship program to facilitate rapid learning…

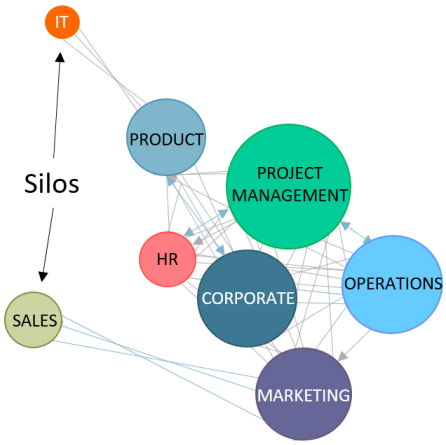
-Who are the most influential people?
-Who needs growth (at each level in the organization)?
-Who are my high-potentials?

## SOLUTION

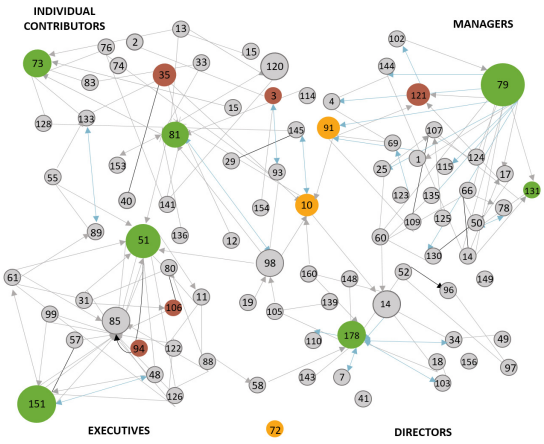
- Micro level group report results
- All participants utilize the same items



- Macro level group report results
- Different items based on the department/function




- Micro level group report results
- Different items based on organizational level




## OUTCOMES

- Effective design team
- Faster roll out
- Sooner adoption of new technology
- Less resistance to change

- Identification of key influencers (formal and informal) in each function for optimized cross-team communication
- Ability to get the right people in the room at the right time
- Smooth information flow
- Better work outcomes

- Successful mentoring pairs to facilitate successful development
- Organic way to pass and share knowledge
- Creating a foundation for succession planning

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