

ANALYSIS OF BUSINESS/PEOPLE ALIGNMENT

SPARKCHIEF UNCOVERS THE TRUE REASONS OF ALIGNMENT OR MISALIGNMENT IN YOUR ORGANISATION

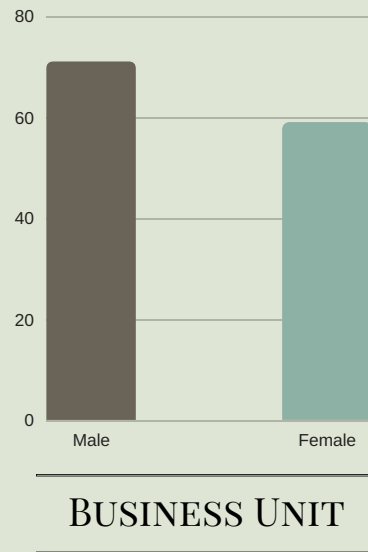
The percentage of alignment between your strategy and your people defines performance levels. By pairing a deeper understanding of employees' authentic aspirations with your business strategy, you will have a greater chance of achieving higher performance. You will execute a business strategy that is supported by the majority of your people who truly share company values and vision, while providing unprecedented career opportunities for all. You not only allocate your resources more efficiently to increase productivity, but also offer more competitive rewards while significantly increasing margins. What matters in the end is the maximum value generation for all stakeholders.



sparkChief Progress Model Dimension: Execution

Taking deliberate actions to support career development

Sample Company
Business Unit A



Close to 70% of females in Group B in this business unit are taking deliberate actions to support their career development whereas less than 60% of males are doing the same. Yet, the majority of leadership roles in this group are occupied by males with no deliberate career development plans.