



gravitas

# Climatics

*Executive Brief*

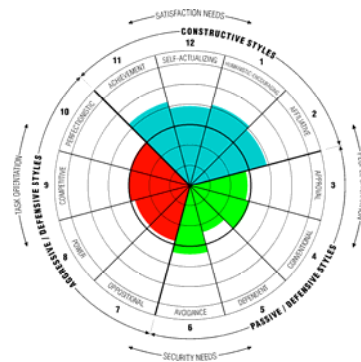
Gravitas Climatics is an advanced set of diagnostics used to quantify behaviour at the individual, team and organisational levels.

One of the challenges of supporting organisational and individual development is assessing the impact of activities. The Gravitas Climatics service not only provides an advanced set of tools, but also includes consulting expertise to support you in making decisions based on the metrics provided.

We use an internationally renowned set of measurement tools to support the service.

Gravitas Climatics can be used to measure many different elements of an organisation's behaviour and progress. We offer diagnostics in the following areas;

- ✦ **Individual Diagnostic**  
Self and third party profiling
- ✦ **Team Diagnostic**  
Group Styles Inventory
- ✦ **Organisational Diagnostic**  
Organisational Culture Inventory  
Organisational Effectiveness Inventory



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The profiles resulting from the individual diagnostics allow us to identify personal development focus areas required to enhance leadership effectiveness. Used in conjunction with our individual leadership development programmes, Gravitas Professional and Gravitas Ascendant, Gravitas Climatics provides a powerful, objective development aid at the individual level.

Our team diagnostic services allow us to measure the particular style or styles of a work group following a simulated or real problem solving session. It can be used in conjunction with the Gravitas Team Accelerator, and will result in a series of profiles in which team members give their assessment of the group's performance. When we combine this information, we get a group perception of how effectively or ineffectively the team feel they are working together, and can put in place development to improve team working if required.

At the organisational level, we provide a "point in time" picture of the culture of an organisation in terms of 12 behavioural norms to produce the Organisational Culture Inventory (OCI). We then use the Organisational Effectiveness Inventory to measure 31 causal factors that drive and shape an organisation's culture, and the impact of that culture on the people in the organisation.

# Development Structure

## The Outcomes

The wide range of information available to us from the Gravitas Climatics service enables us to identify levers for change at all levels. The service has been particularly valuable in diagnosing organisational “discomfort”, and assisting Boards and Executives in understanding the reasons behind certain corporate behaviours and performance.

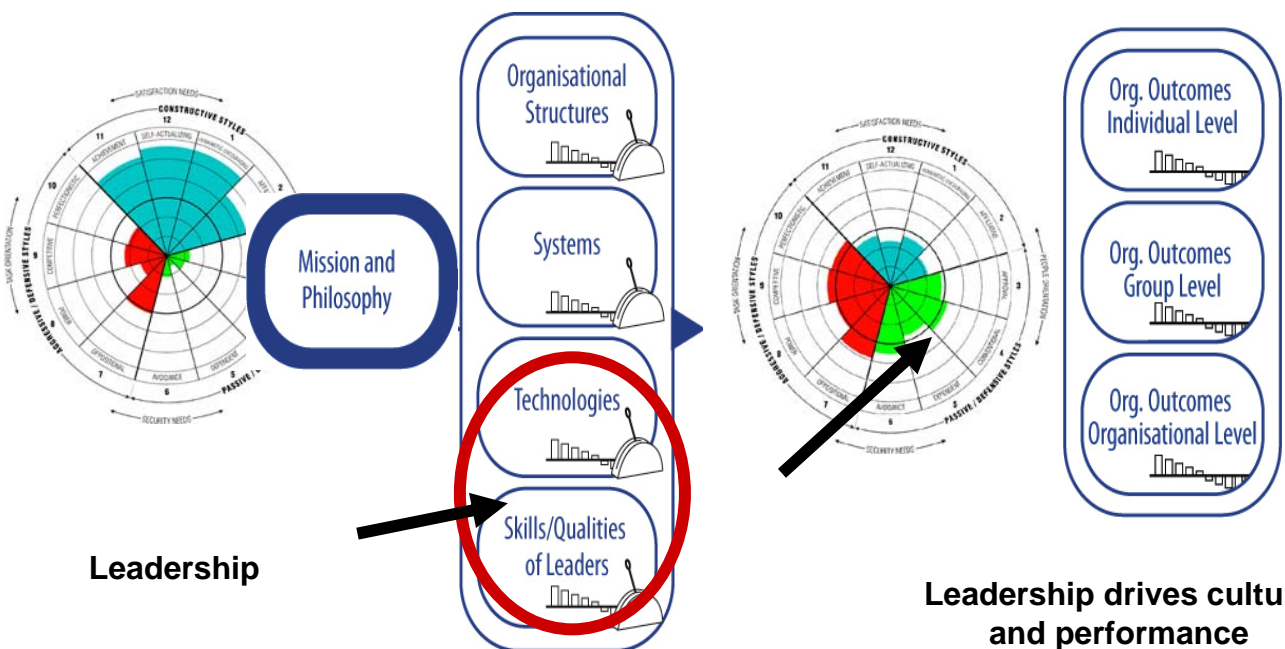
It also provides unequivocal measurement of change – invaluable during a period of transformation when, using the extensive range of reports, Executives can monitor progress against plans in terms of measurable business imperatives including;

- ✦ Customer Service Focus
- ✦ Efficacy of internal structure/organisation
- ✦ Impact of appraisal and goal setting frameworks
- ✦ Measures of job design and inter-dependence
- ✦ Skills and qualities of leaders as evidenced by their actions

All of the diagnostics are conducted on-line (paper-based questionnaires are available also). We have European, US and Australasian norm groups against which to compare your individuals, teams and organisations.

If you are using Gravitas Climatics to measure progress, you will receive a full report pack at each measurement stage agreed.

The reports will be presented and interpreted for you by your Gravitas consultant, who will advise on the appropriate courses of action to achieve the outcomes you have agreed in advance.



Focus	Preferred Culture	Causal Factors	Actual Culture	Outcomes
Instrument	OCI	OEI	OCI	OEI
Measuring	Values	Lever for Change	Cultural Norms	Effectiveness Criteria



## Contact Us

To find out how we can support you, your team or organisation please contact us:

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We will be delighted to explore with you how we might be able to help and to provide quotations for suitable Gravitas programmes.

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