

How the AVR processes impact the business environment.

Covey, Stephen. The 8th Habit. New York: Free Press, 2004

Calculated xQ Results and how the AVR processes will impact each situation.

Only about 1/3 say they have a clear understanding of what their companies are trying to achieve.

The AVR processes require the clear articulation and publishing of deliverable, goals, and expectation.

Only 1 in 6 is diligently focused on the important goals.

The initiative will be prioritized within the organization's portfolio.

Do leaders communicate their most important goals? 44% say yes.

The AVR processes require the clear articulation and prioritization of initiatives by executives.

Do workers have clear "line of sight" between their own tasks and their company's goals? About 1 in 5 think so.

The AVR processes require a plan to show how the work being completed will contribute to the desired outcome.

Are people totally energized and committed to their company goals? About 1 in 10 says so.

The AVR processes require active participation and communication of all levels to assure buy in that leads to success.

Only 1 in 3 has clearly defined work goals.

The AVR processes require the definition and communication of goals. Tasks will be assigned and have an accountable party

Workers spend 1 hour in 4 on Urgent, but irrelevant tasks .

Involvement of all levels will help keep focus on the priority of the effort at hand.

Workers waste about 1 hour in 5 dealing with politics and bureaucracy.

Hopefully some of the initiatives will be aimed at improving those internal processes.

Only about 1/2 the workers feel their jobs allow them to apply all they have to give.

The AVR processes encourage communication and release of creativity in finding the optimal solution.

Only 3 in 5 feel they can express themselves openly at work?

The AVR processes require a trusting environment with open communication and where all are respected.

About 2 in 5 say that they work in a "win-win" atmosphere.

The AVR processes are designed to allow optimal answers to emerge which lead to successes.

Fewer than half meet with their managers at least monthly to review progress on their work goals

The AVR processes will measure and visibly report the progress on an effort.

Only half say they are held accountable for their budgets.

The AVR processes assign work with schedules and accountability.

Overwhelming workloads, lack of resources, and unclear work priorities are the three largest barriers to execution.

The AVR processes require prioritization and clear definition of when and how work is to be done.

About 3 in 5 don't trust their employers to keep commitment to employees.

The AVR processes cannot guarantee that circumstances will change.

Teams work in silos; very little active cross-functional cooperation happens.

The AVR processes require definition of roles and responsibilities across silos.

Only about a third say they have clear measures of success on their goals.

The AVR processes use metrics to chart progress and success.