



Assessment Tools and Services for Change Agent Index

Business executives estimate that only around 30% of strategic projects are a success, not because 70% of projects are based on bad ideas, but because they are poorly executed. A key cause of failure is a lack of employees who focus on project results and business outcomes.

Recently, investors have become increasingly interested in intangibles like strategy, brand, R&D, innovation, risk, and information flow, as these intangibles predict company profitability. In their decision making, about 30% of investors consider a company's strategic project execution as a predictor of intangible value, which in turn produces financial results.



How can business executives improve the success rate of strategic project execution?

Having the right people in the right positions will automatically dissipate many of the management problems that plague companies and sap valuable resources. Jim Collins argues that firms seeking to make the **Good to Great** transformation should expend extra time and energy on personnel searches and decisions.

How can you select the right people to effectively drive strategic projects?

Change agents are the people who drive strategic projects, ensure value-added effort, think systemically, and form alliances to minimize resistance. They get results by creating appropriate alignment, integration, and a high accountability project team.



Change Agent Assessment is a **30-minute online employee assessment** of your company's entire population, including specific segments and talent acquisition.

Additional modules, if needed, are available to assess a specific individual's readiness to become a change agent who can drive strategic projects at your company.

The Index helps to answer three critical questions:

- **Who will be effective in a more challenging role?**
- **Who will remain with your company?**
- **Who desires more career growth?**



The Change Agent for Strategic Projects solution provides detailed findings that include “sore” points and provides insights into your pool of change agents and recommended improvements. The three levels of the solution are listed as follows.

Level 1: Individual Report shows the individual's overall readiness, provides ratings for each competency, and suggests tips to aid in a new employee's onboarding, development, or assignment processes.



Level 2: Coach Report offers a detailed description of the individual's performance in each competency, in addition to tips for conducting a discussion with the participant's manager to establish development plans and measure progress.



Level 3: Company Report is used in conjunction with the pyramid chart and Company-wide Transform (Change Agents) Index. This company-wide pyramid chart is a simple and visual tool that provides insights into how your team is transforming and identifies with laser precision the gap that matters most.



In the short term, the index can help to immediately identify the right people to drive strategic projects.

In the long term, it provides data diagnostics and ensures fair opportunities for employees, thereby promoting engagement and loyalty.



Ultimately, building a sustainable pool of change agents ensures a stable supply of well-qualified, ready-to-deploy change agents in your company. It is an intangible asset that competitors copy at their peril and that enables you to skillfully adapt to and shape your environment faster than others.



A sustainable pool of change agents is key to creating value for all stakeholders

- **Investors** have more confidence in the future of the company.
- **Top management** can make measurement, benchmarking, and ROI/ROE part of the business plan.
- **Customers** get a positive aura from staff and are more likely to do business with the company.
- **Team heads** can minimize operations disruption, which creates business value
- **HR** can build a talent strategy that directly contributes to the overall business strategy.
- **Employees** can identify their potential and are likely to stay with a company that offers them career growth.





InnoEdge is a business consulting firm specializing in the development and execution of business innovation to turn ambiguities into business growth opportunities. We help business leaders transform their innovation initiatives into a competitive edge.

Our training, assessment, consulting and outcubation services are designed to integrate innovation DNA into mission-critical business functions of your enterprises: Customer experience management, Customer acquisition & development management, and New service & product development

Our consulting practice was developed by members of the InnoEdge Think Tank. Over the last 15 years, these innovation practitioners have helped hundreds of Fortune 500, local large-scale, and funded-startup enterprises to develop innovative solutions.

As a pioneer of business innovation in Asia, our vision is to build up the management practice and organizational culture of Customer-Centered, Co-Creative and Cost-Effective Innovative Enterprises in the Greater China Region.

Our Differentiation

We provide visionary, result-driven, and quick-win solutions to ignite the innovation engine of your enterprise.

Visionary

As expert innovation practitioners, we can help you not only to master advanced innovation techniques but also to develop a global perspective and strategic lens for tomorrow's Innovation.

Result-Driven

As your strategic innovation partner, we provide knowledge and advice and also work with you and your team to make Innovation happen.

Quick-Win

As your innovation coach, we will inspire you to develop a series of practical, high-ROI, and quick-fix innovative solutions within a short period of time.



Contact Information

Tel: (852) 2235 9027 | Fax: (852) 3007 3619

Email: info@innoedge.com.hk | Website: www.innoedge.com.hk

Unit 503, 5/F, Tower 2, Lippo Centre, 89 Queensway, Admiralty, Hong Kong

