

©OMS LLP - OM30+ SIMPLE SELF-RATING

How to score yourself - some simple guidelines

This is designed to be answered quickly with as little detailed thought as necessary. There are 3 different types of score. Where the score is from 0 to 10, a score of 0 means non-existent, 1-3 means 'unacceptable', 8-10 means 'exceptional' and 4 to 7 are varying degrees of 'acceptable'. Binary questions (Yes/No) usually score 1 for yes and 0 for No.

Company:

OMR:

OM30+ Scoring & Rating scheme

1	2	3	4	7
Q	Element	Out of	Score	% of OMR total
1	How authentic is your company? Are all the company's claims true? Is there a tendency to hype and PR spin? Score between 1 (inauthentic) and 10 (perfectly authentic)	10.0		
2a	Company purpose Does the company have a clearly stated purpose somewhere (e.g. annual report or website). Score 1 for YES or 0 for No?	1.0		
2b	Society benefit. Do not score this unless you already answered 'Yes' to 2a. Is that purpose focused on providing the best quality product/service at the lowest cost? If yes, score 1.	1.0		
2c	Does everyone in the company understand and aim to achieve the purpose? If you answered yes to Q. 2b. Then a yes to this question scores 1.	10.0		
3	What is the most valuable aspect of your company? Do you dominate the market; is your customer service top class; will you not be beaten on price? Score between 1 and 10 for just how much of a sustainable advantage this gives you.	10.0		
4	Are the company's market value & human values totally coherent and consistent? Are you abusing your market position? Are you constantly having to check and steer the behaviours of your people?	10.0		
5	Governance Does anyone on the board hold specific responsibility for human governance?	1.0		
6	Trust Is your company trusted by its customers, employees, shareholders and other key stakeholders?	10.0		
7	Values Can you identify 3 core values that are clearly evident in your company? Score 1 for each value identified and 1 for each where there is clear evidence the values are lived.	6.0		
8	Principles Can you identify 3 principles that are clearly evident in your company? Score 1 for each principle identified and 1 for each where there is clear evidence they are practised.	6.0		

9	Value potential To what extent does your company aim to maximise the value it generates from all of its human capital (staff/suppliers/society)?	10.0		
10	Vision How far ahead does your company see?	25.0		
11	Mission Identify <u>the</u> top priority that must be achieved within 3 years. Score 1 for a Mission statement and plus 1 if it is clearly stated in potential value terms of growth, market share, new product development etc.	2.0		
12	Integration of human capital & business strategy What evidence is there that the organization adheres to a policy of - "If we are to maximize the value of the business we have to make the best use of the total talent pool available and maximize the full value of our human capital; requiring our suppliers to do the same."	10.0		
13	Accountability What are the Board and CEO accountable for?	5.0		
14	Strategic cohesion To what extent do leadership, management and staff understand and work cooperatively towards a coherent set of strategic goals?	10.0		
15	Culture What evidence is there that the Board recognises that constantly monitoring culture is material?	10.0		
16	System To what extent does your organization operate as a coherent and cohesive whole system?	10.0		
17	Business planning To what extent are improvements in the organization's capability in human capital management specifically factored into its current business plan?	10.0		
18	Evidence-based management (EBM) To what extent are management decisions based on evidence?	10.0		
19	Never-ending, continuous improvement Is everyone in the company expected to continuously improve the business?	10.0		
20	Quality system Is there a rigorous quality assurance system in place?	10.0		
21	Innovation System Does the company have a <u>system</u> to measure the rate of innovation from employee ideas?	10.0		
22	Performance management system Is individual and company performance managed systematically?	10.0		

23	Learning & knowledge Does the company actively encourage everyone to learn and share what they have learned?	10.0		
24	Identifying the specific value impact expected from human capital Does the company factor into its business plans exactly how employees will be affected?	4.0		
25	Return on human capital Has the company ever produced an ROI calculation for what it expects from an investment in its people (e.g. training, development, employee ideas etc.)?	2.0		
26	Cooperation Is it generally a company with willing and enthusiastic cooperation from everyone (including suppliers)?	10.0		
27	People risk Does the company take employee risk seriously and are you aware of the existence of a people risk assessment?	10.0		
28	Remuneration & Reward Does the company have a clear policy and are the rules easily understood?	10.0		
29	Communication system How much importance does the organization attach to communication and is there a system in place to ensure it is working?	10.0		
30	Organizational agility, adaptability and flexibility How well does the organization adapt to changing market conditions with a minimum of risk, cost and business disruption?	10.0		
31	Stakeholders Whose interests, among all of the organization's specific stakeholder/s, are given primacy?	5.0		
32	Decision making environment To what extent would you describe high level decision making in your organization as collegiate?	10.0		
	Totals			