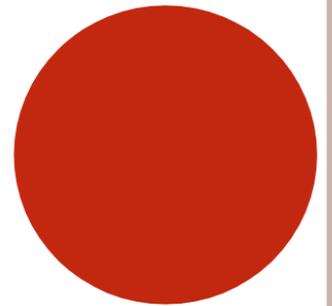




SADE- OLOGY

AN ASSESSMENT TOOL
TO DETERMINE
EFFECTIVENESS
IN TEAM ALIGNMENT



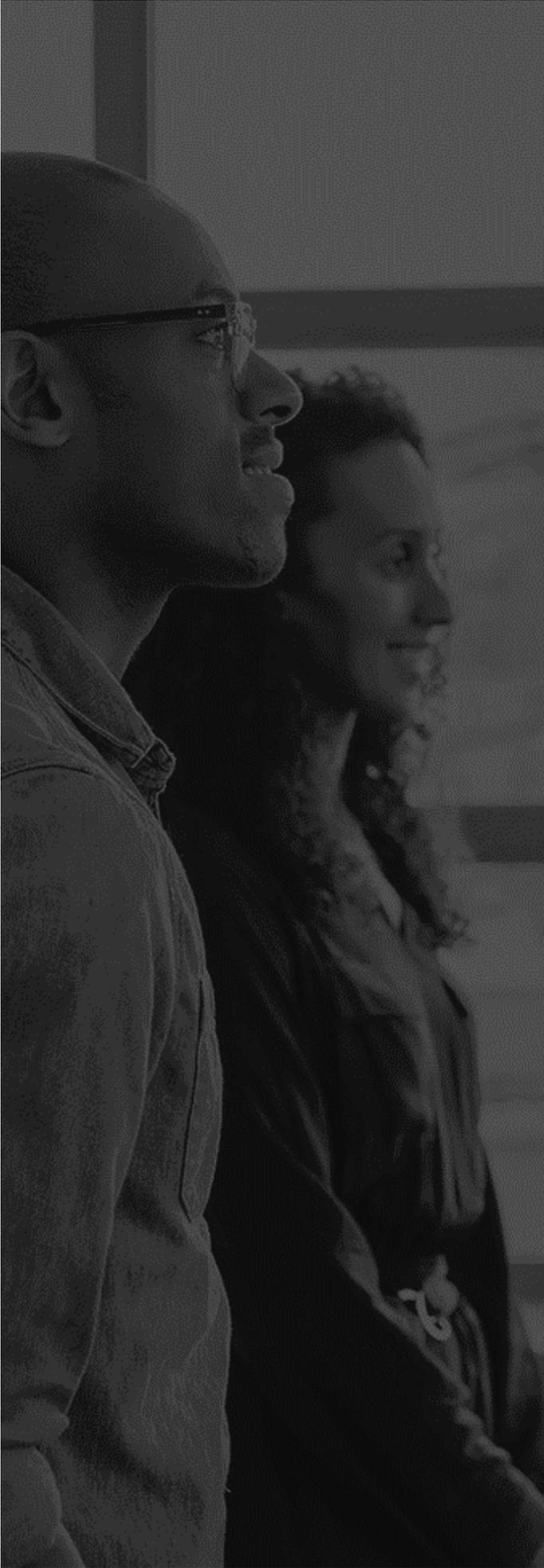


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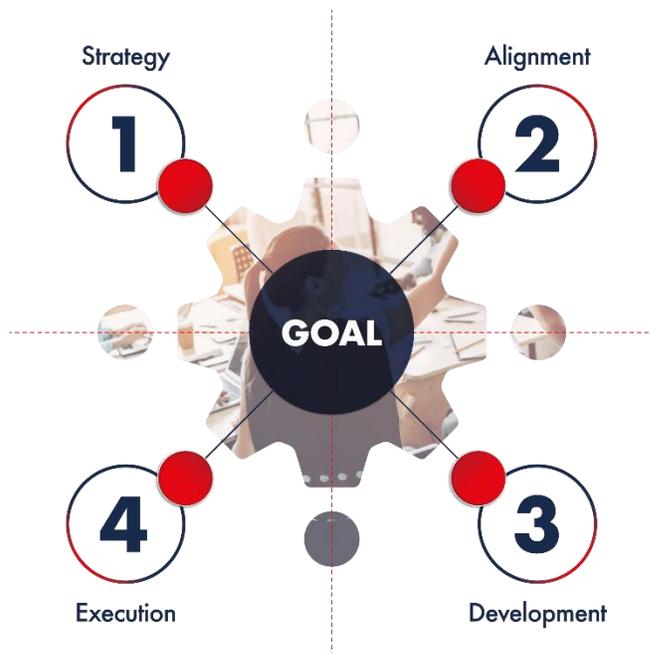
INTRODUCTION

This assessment is designed for leadership to determine their effectiveness in reaching organizational goals through Strategy, Alignment, Development and Execution. It measures levels of organizational alignment to reach company goals. These abilities are commonly associated with effective management. The SADE Score Assessment or SADE-OLOGY is used as a basis for training, development and as a benchmark for future growth.

ABOUT THE SADE MODEL

The **SADE Operational Model** is a proven system for mobilizing organizational effort, individual involvement, and team performance. It encourages collaboration to reach team effectiveness. Without organizational alignment, each department team works independently with its own goals, causing a disengaged organization.

With the use of the SADE Operational Model, organizations avoid the disengagement among departments. The SADE Model gets each department to anchor to the same corporate goal, same KPIs and helps perform various tasks at different stages in the customer lifecycle. This type of team alignment positively impacts the outcome of strategies and execution.



The SADE Operational Model

SADE MODEL / Strategy:

A disciplined strategic plan supported by activities that guide the organization to take action & win.

SADE MODEL / Alignment:

Aimed at improving the performance of individuals, processes, & support of strategy & integration.

SADE MODEL / Development:

Aimed at improving the performance of individuals and teams to support strategy & alignment.

SADE MODEL / Execution:

A course of action through measurable & efficient processes supported by training.

ASSESSMENT - STRATEGY

A disciplined strategic plan supported by activities that guide the organization to take action and win.

Use the scale to indicate how each statement applies to your team. Circle only one number.
Do not overthink your answer.

1. When strategizing, the team members anchor their goals to the organization's vision?
Rarely 1 2 3 4 5 Always
2. When strategizing, the team members involve Subject Matter Experts (SME) to create and execute strategy?
Rarely 1 2 3 4 5 Always
3. When strategizing, the team members set short, long-term, and stretch goals?
Rarely 1 2 3 4 5 Always
4. When strategizing, the team members develop strategies with actionable steps to achieve goals?
Rarely 1 2 3 4 5 Always
5. When strategizing, the team members link the strategies to the right Subject Matter Experts?
Rarely 1 2 3 4 5 Always
6. When strategizing, the team members set milestones, targets, and deadlines?
Rarely 1 2 3 4 5 Always
7. When strategizing, the team members delegate action steps to key players?
Rarely 1 2 3 4 5 Always
8. When strategizing, the team posts the action plan for everyone to see?
Rarely 1 2 3 4 5 Always
9. When strategizing, the team assigns action owners to report-back, give feedback and celebrate wins?
Rarely 1 2 3 4 5 Always
10. When strategizing, the team members realign as necessary?
Rarely 1 2 3 4 5 Always

STRATEGY Development / Opportunities

Grade Score:

- A. The score between 40 and 50 is an indication that a strategic plan supported by activities is not a problem for your team.
- B. The score between 30 and 40 is an indication that a strategic plan supported by activities could be a problem.
- C. The score between 10 and 30 is an indication that a strategic plan supported by activities, represents a problem.

Regardless of the work, keep in mind that every team needs constant strategy focus, because without it, even the best ones deviate towards misalignment: hence, the need of constant updated training.

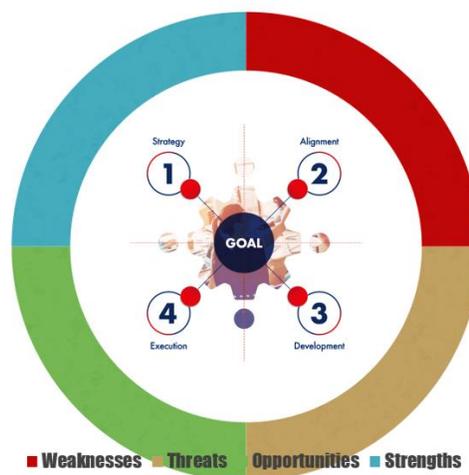
WHAT IT MEANS

A. Strategy – Not a Problem

- Team is action oriented.
- Team seizes more opportunities than others.
- Team attends to important tasks
- Team shifts gears comfortably from strategy to action

B. Strategy – Could be a problem

- Team may not know how to define goals
- Analysis paralysis? Team can be over analyzing thus holding back action
- Team can build more confidence to be up to the task
- Team might need to push the envelope, take chances & try new things



C. Strategy – Represents a Problem

- Team is slow to act on goals & opportunities.
- Team is over methodical or risk averse.
- Team does not see the benefits.
- Team is not organized & does not set priorities.

THREATS

- Team members may not be committed to corporate mission & may lead to short-term employment

ASSESSMENT - ALIGNMENT OF PEOPLE

Aimed at improving the performance of individuals, processes, and support of strategy & integration.

Use the scale to indicate how each statement applies to your team. Circle only one number.
Do not overthink your answer.

1. Regarding alignment, do you think that some key team members lack integration to the strategy?
Rarely 1 2 3 4 5 Always
2. Regarding alignment, does the team set huddle meetings with key members?
Rarely 1 2 3 4 5 Always
3. Regarding alignment, does the team assign leaders who are skilled at integrating people to strategy?
Rarely 1 2 3 4 5 Always
4. Regarding alignment, do the team members delegate actions to key players?
Rarely 1 2 3 4 5 Always
5. Regarding alignment, do the team members establish measurements so people know the score?
Rarely 1 2 3 4 5 Always
6. Regarding alignment, does the team set follow up team meetings for members to report back?
Rarely 1 2 3 4 5 Always
7. Regarding alignment, does the team measure results frequently and correct course as needed?
Rarely 1 2 3 4 5 Always
8. Regarding alignment, does the team motivate team members, by letting them in-on-things, give a sense of belonging and provide effective doses of recognition?
Rarely 1 2 3 4 5 Always
9. Regarding alignment, does the team reward creativity, contributions, and realign key members, as necessary.
Rarely 1 2 3 4 5 Always
10. Regarding alignment, does the team celebrate wins?
Rarely 1 2 3 4 5 Always

ALIGNMENT Development / Opportunities

Grade Score:

- A. The score between 40 through 50 is an indication that alignment of people aimed at improving the performance of individuals, processes, to support strategy & integration, is not a problem for your team.
- B. The score between 30 and 40 is an indication that alignment of people aimed at improving the performance of individuals, processes, and support of strategy & integration, could be a problem.
- C. The score between 10 and 30 is an indication that alignment of people aimed at improving the performance of individuals, processes, and support of strategy & integration, represents a problem.

Regardless of the work, keep in mind that every team needs constant integration, because without it, even the best ones deviate towards misalignment: hence, the need of constant updated training.

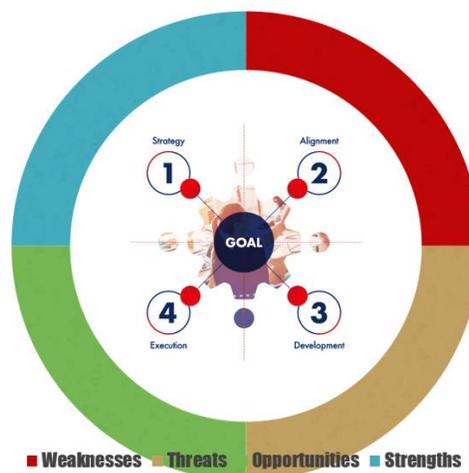
WHAT IT MEANS

A. Alignment – Not a Problem

- Team is helpful in getting work done
- Team shares and works together to seize more opportunities
- Team attends to important tasks and collaborates
- Team shifts gears comfortably without losing focus
- Team wins as a team

B. Alignment – Could be a Problem

- Team may not share common cause & mindset.
- Team members may not have a clear understanding of their role & responsibility.
- Team may not know how to work together effectively & efficiently.
- Members might have personal negative peer relationship.



C. Alignment – Represents a Problem

- Team is working with loners.
- Team is being negatively influenced by peer pressure.
- Team does not see the benefits of integrating & aligning.
- Team is not organized with the end in mind.

THREATS

- Team members may not be committed to team effort & thus have trouble working & adapting to new team strategies. The threat is that they will negatively influence the team's circle of influence.

ASSESSMENT - DEVELOPMENT OF PEOPLE

Training aimed at improving the performance of individuals and teams to support strategy & alignment.

*Use the scale to indicate how each statement applies to your team. Circle only one number.
Do not overthink your answer.*

1. Team leaders develop managers to be coaches and not just managers?
Rarely 1 2 3 4 5 Always
2. Team leaders set a supportive, and conducive environment to promote development?
Rarely 1 2 3 4 5 Always
3. Team leaders motivate employees through positive and reinforcing feedback?
Rarely 1 2 3 4 5 Always
4. Team leaders assign Subject Matter Experts to teach others the "how-to?"
Rarely 1 2 3 4 5 Always
5. Team leaders are role models?
Rarely 1 2 3 4 5 Always
6. Team leaders set expectations among members to train and develop people to improve performance, not just to learn?
Rarely 1 2 3 4 5 Always
7. Team leaders reinforce corporate vision and values with each interaction?
Rarely 1 2 3 4 5 Always
8. Team leaders give challenging assignments and clarify what is expected?
Rarely 1 2 3 4 5 Always
9. Team leaders reinforce corporate's vision and values with each training?
Rarely 1 2 3 4 5 Always
10. Team leaders make development fun and engaging?
Rarely 1 2 3 4 5 Always

DEVELOPMENT OF PEOPLE / Opportunities

Grade Score :

- A. The score between 40 through 50 is an indication that training aimed at improving the performance of individuals and teams to support strategy & alignment, is not a problem for your team.
- B. The score between 30 through 40 is an indication that training aimed at improving the performance of individuals and teams to support strategy & alignment, could be a problem.
- C. The score between 10 through 30 is likely that training aimed at improving the performance of individuals and teams to support strategy & alignment, represents a problem.

Regardless of the work, keep in mind that every team needs constant development, because without it, even the best ones deviate towards misalignment: hence, the need of constant updated training.

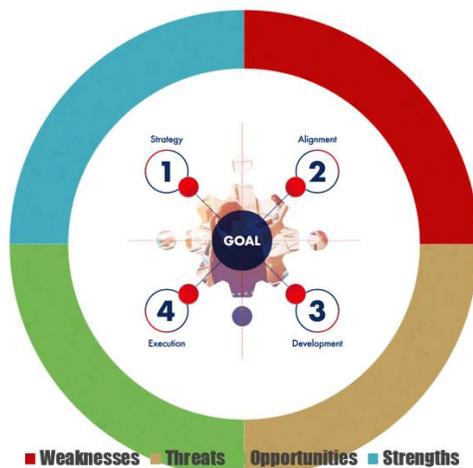
WHAT IT MEANS

A. Development of People – Not a Problem

- Team picks up on the need to train to new skills quickly.
- Team shares techniques & practices execution.
- Team identifies developmental opportunities & seeks knowledge.
- Team grows professionally.

B. Development of People – Could be a Problem

- Team may not adapt to new skill practice.
- Team may view that being true to what they know is what matters.
- Team may not pick up on the need for personal change
- Team may not seek or listen to feedback.
- Team may be arrogant or defensive.



C. Development of People – Represents a Problem

- Team doesn't value any training.
- Team is defensive.
- Team is wishy-washy and does not commit to training.
- Team does not seek feedback.
- Team does not correlate poor performance with skill building.

THREATS

- Team members may not be committed to training and skill building. Organizations can become bloated with unqualified people & lead to a major blockage of organizational alignment & poor performance.

ASSESSMENT – EXECUTION

A course of action through measurable and efficient processes supported by training.

Use the scale to indicate how each statement applies to your team. Circle only one number.
Do not overthink your answer.

1. Regarding execution, do team members closely follow the operational processes and procedures?
Rarely 1 2 3 4 5 Always
2. Regarding execution, are team members aware of the score card?
Rarely 1 2 3 4 5 Always
3. Regarding execution, do team members know the score?
Rarely 1 2 3 4 5 Always
4. Regarding execution, do team members commit to the end-result?
Rarely 1 2 3 4 5 Always
5. Regarding execution, do team members often praise performance?
Rarely 1 2 3 4 5 Always
6. Regarding execution, do team members coach others on effectiveness and efficiencies?
Rarely 1 2 3 4 5 Always
7. Regarding execution, do team members reinforce goals, strategies and realign key players, as necessary?
Rarely 1 2 3 4 5 Always
8. Regarding execution, do team members align efforts to key performance indicators to improve effectiveness and efficiencies?
Rarely 1 2 3 4 5 Always
9. Regarding execution, do team members get to be trained-certified to improve execution?
Rarely 1 2 3 4 5 Always
10. Regarding execution, do team members celebrate wins?
Rarely 1 2 3 4 5 Always

EXECUTION Development / Opportunities

Grade Score :

- A. The score between 40 through 50 is an indication that a course of action through measurable and efficient processes supported by training, is not a problem for your team.
- B. The score between 30 through 40 is an indication that a course of action through measurable and efficient processes supported by training, could be a problem.
- C. The score between 10 through 30 is likely that a course of action through measurable and efficient processes supported by training, represents a problem.

Regardless of the work, keep in mind that every team needs constant work, because without it, even the best ones deviate towards poor performance: hence, the need of constant updated training.

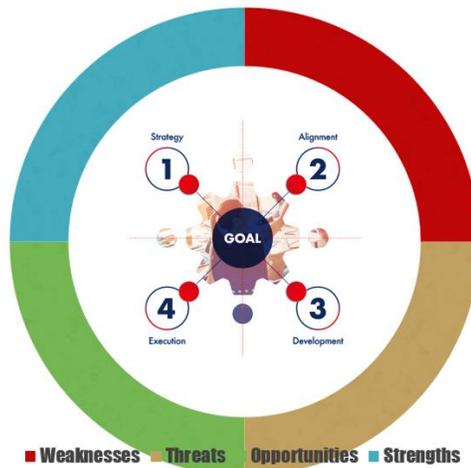
WHAT IT MEANS

A. Execution – Not a Problem

- Teams are on top of every measurement.
- Team's quality & output of work is above standard.
- Team uses all resources available to execute great.
- Team has great productive work habits.
- Team adds skills & capabilities as needed.
- Teams align & comply to working environment.

B. Execution – Could be a Problem

- Teams may not be quick to adapt to new skill practice.
- Team may not be willing to incorporate new ideas.
- Team may not seek or listen to feedback.
- Teams may not be following the strategy & alignment plan.



C. Execution – Represents a Problem

- Teams are scattered & confused.
- Teams lack of composure to stay on task.
- Teams are defensive
- Team see no value in key performance indicators.
- Teams execute without positive energy.

THREATS

- Team may not be committed to change.