



ADT - Agility Diagnosis Tool

This investigation and decision support tool brings valuable indications on the state of the social climate and the human processes in the organization at three different levels: the Individual, the Management and the Organization

1. What is at stake ?

One of the main goals of the organization is to deal with the complexity of its environment and to adapt to changes and crises while enhancing its economic performance.

Meanwhile, internally the organization is facing stress, psychosocial risks, lack of motivation, conflicts, lack of team spirit, difficulties implementing change projects (acquisitions, restructuring, etc ...).

To cope with these diverse, complex and more and more frequent challenges and to respond quickly and effectively to them, the organization needs to implement the full potential of all its stakeholders.

The Social and Organizational Performance Inventory «ADT» is a diagnostic tool type « Organizational Survey » enabling an organization to assess to what extent it offers motivation and performance.

2. What does the Social and Organizational Performance Inventory ADT measures?

	Individual	Management	Organization
Three levels involved			
Human performance mesure	Individual involvement	Team spirit	Organizational Spirit
	Emotional serenity	Relationship Quality	Decisional Intelligence
Our « + » : Target the skills	Ability to anticipate	Openness toward collaboration	Ability to recover
	Pro-activity	Cooperation	Resilience

The ADT seeks to identify, beyond the symptoms, the causes, whether visible or hidden, and reduces blind spots of the Balanced Scorecard.

ADT assesses the flexibility of the organization, namely its ability to adapt to unforeseen situations and crises.

The ADT, is a novel tool which is the only currently available way to measure three-dimensional flexibility of an organization.

The ADT rises to the source code of human intelligence (ie meta-skills) to optimize the performance of actors, both individuals and corporations.

3. What to do next?

ADT helps define actions to be implemented in order to:

- Reduce the stress of the actors involved ;
- Prevent disconnection of the individual and collective motivations;
- Strengthen staff involvement for the company projects.

ADT has a marginal impact on the existing organization (non-invasive diagnosis):

- Focus on critical points: the identification of vulnerable populations, targeting inadequate managerial behavior and identification of organizational breakdowns;
- Objectivity: diagnosis of behavioral risk independent of entrepreneurial options or organizational configurations;
- Prevention: assessment of organizational agility, its ability to adapt to unforeseen circumstances.

Thanks to establishing indicators, ADT can measure afterwards the evolution of organizational performance both specifically (diagnostic ex-ante and ex-post) and compared to industry sector (benchmarking).

4. How does the analysis goes?

ADT has 45 questions, to which every employee in the selected area (1) responds individually and anonymously. The duration of the questionnaire should not exceed 30 minutes per person. The survey is conducted for a minimum period of two weeks. This is preceded by a phase of training and awareness of the main factors involved.

The survey is conducted electronically by consultants certified in Behavioral and Neurocognitive Approach (ANC) (2). The survey data are collected and used confidentially. The results are analyzed and returned to their prescriber in the form of reports and histograms.

The whole ADT process is managed with a **project approach**, including transparency, management involvement and staff awareness.

5. Scientific legitimacy

- The approach, methodology and ANC tools were developed and validated by the Institute of Environmental Medicine (IME www.ime.fr), based on 25 years of clinical and experimental research;
- ADT developed by IME has been validated in the international VIEW (www.estimate-stress.com) on stress at work, published by IME in collaboration with the Institute of Neuro Cognitivism (INC www.neurocognitivism.com).

Highlighting the causes of causes, ADT management gives new insights into the organization as well as very concrete indicators, allowing it to **accelerate the conduct of behavior change**, both **individual** and **collective**, thus gaining collective intelligence, adaptability and performance.

(1) Without falling below the 10 anonymous respondents methodological validity threshold.

(2) ANC sheds new light on the impact of neurological mechanisms on our decision making process and behavior.