

The PX Quiz. Where to focus to achieve People Excellence in my company!

Please tick the areas in which you have a need and rate the priority of the area in your company!

Please send the quiz back to info@peoplexcellence. We will evaluate it and discuss the results with you.

Name & Organisation	Email/Phone	Date
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OUR NEED

MEDIUM **STRONG**

A Where is your bottleneck?

Capacity: There are just too many projects! We need capacity to get the work done!

<input type="checkbox"/>	<input type="checkbox"/>
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Timelines: We are struggling to meet the deadlines! We need resources that will hit the ground running!

<input type="checkbox"/>	<input type="checkbox"/>
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Experience: These are challenges we haven't faced before! We need experience.

<input type="checkbox"/>	<input type="checkbox"/>
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Acceptance: We need to get acceptance from key stakeholders.

<input type="checkbox"/>	<input type="checkbox"/>
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B What kind of support do you need?

Sparring partner: We basically know what to do, but need a knowledgeable sparring partner to clarify the priorities.

<input type="checkbox"/>	<input type="checkbox"/>
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Consultant: We need a concept to structure the project, then we can take over. We need a consultant with expertise.

<input type="checkbox"/>	<input type="checkbox"/>
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Implementer: We need someone to work, to train to negotiate. We need a hands on implementer to achieve results.

<input type="checkbox"/>	<input type="checkbox"/>
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Communicator: Timely and appropriate communication is critical for the success of restructuring. We need a Communicator to ensure that there is clarity on priorities and details.

<input type="checkbox"/>	<input type="checkbox"/>
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C Who is the key stakeholder for this project?

Owner of the company: Make sure you manage this well, especially when going gets tough!

<input type="checkbox"/>	<input type="checkbox"/>
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Corporate management: This is more complex, avoid overlooking someone and fulfil their specific needs.

<input type="checkbox"/>	<input type="checkbox"/>
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Internal stakeholders: Success of projects depends on the buy-in of many in the organisation. Resistance or just a lack of support can endanger your endeavors!

<input type="checkbox"/>	<input type="checkbox"/>
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You personally: You creating excellence: Even if you are the key stakeholder, ensure that you are not the only one behind the project.

<input type="checkbox"/>	<input type="checkbox"/>
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OUR NEED

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OUR PRIORITY

SECOND FIRST

1 Professional HR Fundamentals

- HR Audit:** Assess the current scenario with where you want to be. Identify the gaps and a pragmatic roadmap to get there effectively!
- Define Deliverables:** Know what to focus on. Arrive at long term objectives and short time goals!
- Competitive Pay:** Offer rewarding packages to talents with specific reference to pay for performance!
- HR Policies & Procedures:** They set consistency and the standards you believe in!
- Performance Management:** Focus your staff on your company's objectives!
- Digital HR:** Increase efficiency and effectiveness with HR technology!

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2 Succeed in Challenging Situations

- Change Management:** Convince the Brain, Win the Heart!
- Compliant Separation:** Avoid legal hassles!
- Organisation Design:** Link strategy and new accountabilities!
- Talent Risk Analysis:** Avoid losing your best people!
- Vision workshops:** Create positive energy!
- Corporate cultural assessment:** Develop readiness for change!
- Change Coaching:** Focus on Leadership in difficult times!
- Recognition Initiatives:** Reward special efforts!

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3 Achieve the Competitive Edge

Competency Assessment: Assess strengths and opportunities!	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership Development: Enable your leaders to make the difference!	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Talent Risk Analysis: Make sure to retain key people!	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career Path Framework: Show perspectives to your talents!	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Succession Planning: Don't run risks, offer internal development!	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance Culture: Share the goals, engage and empower!	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Talent Strategy: Attract, Retain and develop the Best!	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What are your priorities?

1.
2.
3.
4.

Where does a sparring session with PeopleXcellence make sense?

1.
2.
3.
4.

Please return the completed questionnaire to info@peoplexcellence.de or schedule a call!



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