

Overview

What separates companies that succeed from those that don't? At the end of the day—week, month, year—it all comes down to one thing. Successful organizations execute on their objectives—each employee, each team, and the company itself accomplishes the things they set out to do.

Inability to execute is a universal, intractable problem that has been defined as one of the greatest challenges for business today. Research has shown that execution fails when:

- Workers don't know or understand their organization's top goals and priorities
- Workers aren't engaged with or committed to the goals
- Workers don't know how to translate goals into action
- Organizational systems and processes aren't aligned to support the goals
- Departments and teams don't work together toward a common vision
- People aren't held accountable for the commitments they make

The xQ™ (Execution Quotient) service from FranklinCovey gauges how well your organization focuses on key priorities, providing direction for improvement. xQ provides overall and unit reports that enable you to pinpoint areas of concern within your organization. With these tools, you will be able to more effectively implement solutions and overcome specific execution challenges.

Features

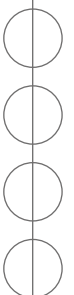
- xQ reports on the leading indicators of success by gathering employee feedback on how sharply they focus on and execute the organization's top priorities.
- Questions focus on individual, team, and organizational execution issues, such as:
 - > Organizational Direction—Is your overall strategy precisely understood by everyone in the organization?
 - > Team Measures—Do your teams have clear measures for tracking progress against objectives?
 - > Individual Goals—Does each employee know what to do to achieve organizational objectives?
- Identify and address your most pressing execution issues within each unit, department and the entire organization.
- Create an action plan for improvement through a debrief session that includes downloadable reports for participants.
- Completely anonymous reporting increases candid responses and overall participation.

FranklinCovey xQ Principles

CLARITY
COMMITMENT
TRANSLATION INTO ACTION
ENABLING
SYNERGY
ACCOUNTABILITY

Components

- Web-delivered questionnaire with 27 questions about specific execution issues
- Questions grouped by key execution principles at the individual, team, and organizational level
- 4-hour xQ debrief session with a FranklinCovey consultant to help you understand the findings—and what to do about them
- You or someone in your company can be certified in the xQ service to ensure that your entire organization benefits from the findings and creates action plans for improvement
- The xQ report includes a summary of your key execution issues at the unit and organizational levels, detailed findings, and comparative scores benchmarked against the norms and the top 10% of the U.S. workforce



Execution Issues

xQ will assess performance in the following areas:

CLARITY	<p>INDIVIDUAL GOALS: Clear, measurable, deadline-driven work goals ORGANIZATIONAL DIRECTION: Organizational strategy and goals precisely understood TEAM FOCUS: Diligent work-team focus on top goals</p>
COMMITMENT	<p>TEAM GOALS —QUALITY: Clear, measurable team goals INDIVIDUAL ENGAGEMENT: Individuals motivated and valued INDIVIDUAL COMMITMENT: People committed to organizational direction</p>
TRANSLATION INTO ACTION	<p>ORGANIZATIONAL LINE OF SIGHT: All workers focused on organizational goals TEAM PLANNING: Clear, correlated assignments and follow through INDIVIDUAL PLANNING: Systematic approach to scheduling priorities INDIVIDUAL TIME ALLOCATION: Time spent executing top goals</p>
ENABLING	<p>TEAM EMPOWERMENT: Adequate resources and freedom to do the job ORGANIZATIONAL PERFORMANCE IMPROVEMENT: Consistent, systematic approach to improving performance ORGANIZATIONAL SUPPORT: Active support for work-team goals</p>
SYNERGY	<p>TEAM COMMUNICATION: Mutual understanding and creative dialogue TEAM TRUST: A safe "win-win" work environment ORGANIZATIONAL COLLABORATION: Smooth cross-functional work and communication among teams ORGANIZATIONAL TRUSTWORTHINESS: Organizational values and commitments honored</p>
ACCOUNTABILITY	<p>TEAM ACCOUNTABILITY: Commitments honored among team members TEAM MEASURES — QUALITY: Success measures tracked accurately and openly INDIVIDUAL PROACTIVITY: Individual initiative and responsibility for results</p>

