Learn how this organization utilized the assessment of the *Organizational Health Assessment* to highlight its strengths and opportunities for improvement and put them on the

Overall Project Management Score
41.36

Cost Management 48.55	Procurement Management 44.49	Project Management 41.97	Risk Management 28.02	Schedule Management 22.70	Scope Management 50.77	Stakeholder Management 53.03
Estimating 59.17	Contracting 49.96	Communication 46.88	Analysis 28.76	Change Management 22.70	Change *Management* 54.27	Communication 53.24
Project Funding 83.30	Standards, Policies & Procedures 39.65	Methodology 38.27	Identification 65.49	Process Management 32.19	Process Management 36.67	Hiring 43.46
Reporting 30.77	Strategy 65.00	Reporting 54.56	Monitoring 11.41	Reporting 40.70	Scope Definition 64.58	Team Collaboration 75.42
Training 20.99	Training 23.33	Stakeholder Management 53.82	Strategy 24.43	Schedule Development 37.27	Strategy 66.67	Training 40.00
		Strategy 26.66	Training 10.00	Strategy 16.66	Training 15.00	
		Training 31.65		Training 16.66		

- Level 1—Ad Hoc (0-40)
- Level 2—Tribal (41-60)
- Level 3—Defined (61-75)
- Level 4—Predictable (76-90)
- Level 5—Optimized (91-100)

INDUSTRY: Oil & Gas

CONSULTING SERVICES PROVIDED: Organizational Health Assessment (OHA), PMO Assessment

COMPANY: A premier provider of engineering, inspection, and GIS solutions for utility infrastructure & operations in the Oil & Gas industry. This company is experiencing significant growth while finding that the organization's systems and processes are not growing at the same rate.

CHALLENGE: Given the aggressive growth strategy, the organization has been facing steep challenges in the following areas:

- Lack of integration between distributed teams and offices in North America
- Misalignment of organizational and team objectives and goals
- Weak communication and information distortion
- Significant variations observed in processes, systems, and tools

SOLUTION: The client engaged Arrowhead to perform a Organizational Health Assessment (OHA) of the organization's maturity in their different verticals. At the conclusion of the assessment, Arrowhead provided a comprehensive report that addressed the specific "pain points" of the company in order to provide a heatmap of areas that were suffering from low maturity, in effect, giving the client areas needing priority focus and initiative. Included within the report was a roadmap of recommendations and implementable solutions.

RESULTS: The organization now has a data-driven report which provides the necessary insight into not only where, but how they should focus efforts. Moreover, the report specifies which efforts would produce the greatest impact. Arrowhead is working with the client to implement the recommended solutions to increase maturity, allowing the organization's capabilities to be more aligned with its growth. The value delivered in undertaking an OHA Assessment extends to the organization's ROI, employee and customer satisfaction, and overall company health.

Our company received far greater value than we imagined conducting this OHA. We saw immediate benefits and have partnered with Arrowhead to do this for one of our largest clients.
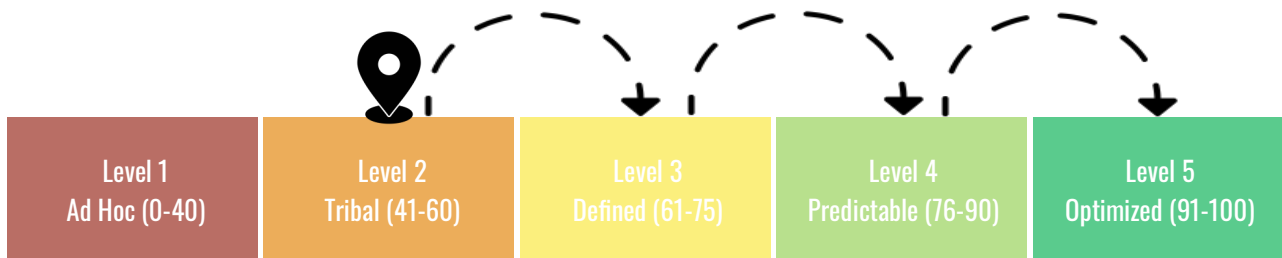
—Heath M., President

Defining an
Organizational Health
Assessment (OHA)

A Organizational Health Assessment (OHA) is a structured collection of elements that describe characteristics of effective processes.

An OHA provides:
- A starting point
- The benefit of a community's prior experiences
- A common language and a shared vision
- A framework for prioritizing actions
- A way to define what improvement means for your organization

Level 1 Ad Hoc (0-40)	Level 2 Tribal (41-60)	Level 3 Defined (61-75)	Level 4 Predictable (76-90)	Level 5 Optimized (91-100)

OHA BENEFITS:

- A 1-hour employee investment will allow for the greatest amount of information to be obtained in a short amount of time (Recommended number of respondents 15-20+)
- Receive a comprehensive report on Quick Wins, Short-term and Long-term implementation recommendations tailored to your business
- Data is not biased, a single stakeholder can't determine/drive the results

CONTACT US TODAY
TO DISCUSS DETAILS AROUND IMPLEMENTING A CMM FOR YOUR ORGANIZATION