



## D.I.AL.O.G. (Data Indicating Alignment of Organizational Goals)

### Organizational Assessment Instrument

Successful organizations are continually looking for ways to improve their competitive advantage.

The interrelationships of processes and departments within an organization are a key element in determining overall success of businesses and organizations. If departments are not working together and/or the organization's structure does not support its strategy, the organization will likely not achieve its goals. Organizations that learn to identify new relationships between what they do and the results they seek can further increase the gap between themselves and their competitors and decrease the gap between the results they want and the results they get.

Aspire's D.I.AL.O.G assessment process gives key leadership insight into what is and is not working well. It identifies strengths and opportunities in the area of leadership, strategic planning, customer market and focus, measurement analysis and knowledge management, human resource focus, process focus and business results.

In today's ever changing business environment, it is essential that organizational leaders know how to manage change and how to thrive under changing conditions. The key to success depends a great deal upon how well the organization is aligned.

### What is D.I.AL.O.G.?

D.I.AL.O.G. (Data Indicating Alignment of Organizational Goals) is an organizational assessment tool that provides information as to how well critical elements are working together to achieve business and strategic goals. It also identifies which of these critical elements are working against you. The measurement of the interrelationship between essential elements becomes a predictor of future strength.

Aspire utilizes two methods in gathering organizational data: personal interviews and a web-based questionnaire survey. The interviews are used to gain an understanding of the intensity of feelings within the organization. The survey is used to gather the depth of understanding, the views of the employees and to determine directional trends.

### Key Areas of Interest:

There are 7 critical areas that are measured. These 7 areas have been found to be those with the greatest impact upon the development of organizational effectiveness. They are also the 7 areas that have been identified by NIST and make up the Criteria for Performance Excellence as used in the Baldrige National Quality Program.

### Key Activities and Outcomes:

- Personal Interviews
- Administration of the D.I.AL.O.G. Instrument
- Scoring of Responses
- Presentation of Results
- Discussion of Positive and Negative Influences
- Provide "Gap" Analysis and Directional Recommendations

### The Aspire Formula for Success:

$$\text{Ask} + \text{goals} = \text{PBC} \rightarrow \text{IR}$$

Attitudes	Positive	Improved
Skills	Behavior	Results
Knowledge	Change	

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