

What is your organisation’s **xQ™** (Executive Quotient)? In other words, how well do you accomplish the things you set out to do?

Executing on strategic goals and objectives has been identified as one of the greatest challenges of being in business today. The **xQ™** Service from FranklinCovey can provide you with a powerful tool to evaluate how well your organisation is doing. Once you know how you’re doing, we’ll apply our expertise to help you interpret the results and form plans for improvement.

What you will learn

EXECUTION DRIVERS	DETAILS
1 Clarity	Do people know and understand the organisation’s “wildly important” goals and their precedence over the “merely important?”
2 Commitment	Are people energized and committed to these goals? Do they feel ownership and engagement?
3 Translation	Does each individual know their role in making these goals a reality? Is there a clear line of sight to top priorities?
4 Enabling	Does the organization educate and equip people to execute?
5 Synergy	Do people work well together and “clear the path” for each other? Can they speak candidly about key issues?
6 Accountability	Do people actively and regularly account to each other for the commitments they make? Can they honestly report their good and bad results to each other?

- Painting a clear picture of where leaders and management should focus time and resources in order to see the most improvement in achieving critical objectives
- Establishing benchmarks against which execution performance can be measured

A typical **xQ™** process

1 Set Up

Interviews with key personnel to obtain specific client information for **xQ** set-up purposes and adding of organisation and team specific questions.

2 Pre-briefing

To establish management-team buy-in to the process, develop a common understanding of the **xQ™** framework and explain what is required of respondents.

3 Anonymous completion of questionnaire

A web-based questionnaire is made available for typically two weeks for respondents to complete.

4 De-Brief

To create a shared understanding of **xQ™** results, a FranklinCovey Leadership Consultant guides the management-team through the **xQ™** Report:

- Executive summary clearly reflecting where the most pain exists with regard to an organisation’s or unit’s ability to focus and execute on top priorities
- A comprehensive (minimum 40 pages) report organised by performance against the six execution principles at the individual, team, and organisational level.
- A next-step roadmap to help managers and business leaders proactively address the gaps in their organisation’s ability to execute against top priorities.

5 Re-administration

Occurs on a regular basis to measure the improving capacity to execute.

What does **xQ™** do?

xQ™ helps business leaders take a results-oriented approach to organisational management by providing a set of leading indicators that will accurately predict success or failure over time. These leading indicators include:

- Identifying the top issues that keep your organisation from executing with excellence

To experience the **xQ™** assessment demo, go to www.franklincovey.co.za/xq.htm