



Organizational Leadership Assessment Tool (OLA)



Get to know Dr. Laub better through his website:

www.servantleaderperformance.com

The OLA Tool

Organizational Leadership Assessment

The OLA is a research-based assessment instrument that measures six key areas of organizational and leadership practice that are critical to achieving optimal organizational health. The level of these six key areas and their eighteen descriptors determine an organization's Power Level. An organization with a strong power level provides authentic and shared leadership, empowers workers and develops a community of people who work effectively together to fulfill the organization's mission.

The Power Level determines which of the following six levels of organizational health best describes your organization.

- Org6 – Optimal Health
- Org5 – Excellent Health
- Org4 – Moderate Health
- Org3 – Limited Health
- Org2 – Poor Health
- Org1 – Critical Health



The OLA Tool cont'd

The OLA also measures the Perception Match of the workforce and leadership and reveals the differing perceptions between top leaders, managers and the workforce. This perception match is crucial to understanding the way the organization is viewed by those within it...those who are in the best position to make it successful. A high perception match reveals a strong level of organizational awareness and open communication; two essentials for meeting the ever-present demands of change.

The OLA then combines your Power Level and Perception Match to determine your organization's Readiness-for-Change. Are you ready to make the changes necessary to move towards greater organizational health? The OLA makes it possible for your organization to target specific changes that take into consideration your organization's readiness for change.

When using the 66-item OLA, people at all levels of your organization (top leadership, managers & workforce) will complete the instrument. In this way, you will be able to determine the different ways your organization is viewed. The OLA is easy to take and can be completed in only 15 minutes.

The OLA has strong psychometric properties including high validity and reliability and will provide you with a wealth of information on how your organization and its leadership is perceived.



OLA Testimonies

“First Care Women’s Clinics was in the middle of a season of change when we decided an OLA assessment could prove valuable. We were right! Before we moved forward with a major change of leadership, Dr Jim Laub did an OLA with our entire staff followed with his consultation. This assessment provided great encouragement by showing us that we had a healthy staff that was moving through the current changes well and showed us specific areas we needed to work on as the organization faced a future change in leadership. We are now a year past my retirement and the transition of leadership has been seamless. OLA and Dr. Laub provided great information to help in making this possible.”

First Care Women’s Clinics



OLA Testimonies



“Using the OLA assessment to determine the department’s overall organizational health was an awesome experience for me as a new leader. Many of the employees also expressed their appreciation for allowing them to give feedback and share their perspective on the six areas. During the follow up sessions, our team worked together to develop a list of action items that are being used to move our organization towards greater health.”

James Green, Director
Palm Beach County Community Services Department



OLA Testimonies

“As an organizational behavioral analyst, I partner with my clients to identify behaviors that are helping or hindering the business in achieving their desired goals, culture, and leadership practices. Since beginning to use the OLA seven years ago, **I am able to assess my clients’ corporate health providing a comprehensive view of their culture.** By starting a client engagement with the completion of the OLA, I am able to **pinpoint specific areas of the organization that may require more intensive examination** through observations, focus groups, or interviews to assess organizational behaviors and provide a complete view of the company’s needs. ”

Kimberly Mitchell, Ph.D., Organizational Leadership
President, Interweave

