

Tools for
Team &
Organization
Change

Vital Signs Toolkit

VS Consultant Certification

Learn to assess the drivers of organizational performance

Vital Signs are statistically validated measures that capture key information about the people side of performance. Built on a model with solid business logic as well as sound science, the tools connect people's perceptions and attitudes with hard business outcomes in an actionable, practical framework.

"Vital Signs is a great addition to your toolbox to help you drive performance in your organization.

Roberto Vizcaino, Corporate L & D Director, Viceroy Hotels & Resorts



Vital Signs Toolbox

Measure what matters.

The VS toolkit includes validated assessments to measure the key drivers of organizational performance at three levels:

LVS Leadership Vital Signs:

Gain insight on leadership effectiveness.

Measures drivers + leadership outcomes:

Influence, Efficacy, Design, Direction



TVS Team Vital Signs:

Identify opportunities and obstacles for optimal group performance.

Measures drivers + team outcomes:

Satisfaction, Results, Agility, Sustainability



OVS Organizational Vital Signs:

Measure key indicators of organizational climate across the enterprise.

Measures drivers + org outcomes:

Retention, Productivity, Customer Focus, Future Success



The VitalSigns tools equip you with powerful data to:

- Create a strategy that works with and through your people.
- Quantify the people-side of the organization.
- Accurately assess the effectiveness of development initiatives.
- Identify needs and opportunities for training, communication, and development.
- Focus and build buy-in for change efforts.

For more about the tools and the VS Model: www.6seconds.org/tools/vs

Vital Signs Certification Agenda

Pre-Course

Reading assignments
Take the LVS 360

Workshop - Day 1

The Change MAP & Vital Signs Model
The Leadership Vital Signs Assessment
Debriefing the LVS
The Organizational Vital Signs Assessment
Validity and Research

Workshop - Day 2

Practice LVS Debrief
VS Intranet - LVS projects
The Team Vital Signs Assessment
Debriefing the TVS
VS Intranet - TVS project

Post-Course - to be completed within 90 days

1. Prepare for first LVS, review report with Coach
2. Deliver LVS feedback to client
3. Check competence by debriefing Coach on LVS
4. Prepare for TVS project, review report with Coach
5. Deliver TVS feedback to client
6. Report back on TVS debrief to your Group

*Upon completion of these steps, you earn the **Vital Signs Consultant Certification** and "active" status in our online intranet.*

"A magnificent program that provides real insight whilst giving access to state of the art tools that can truly make a difference to people, teams and organizations"

*Ian Broom, Managing Director,
BDC International Ltd*



Continuing Coaching Education
International Coach Federation

Accredited by the ICF for 28.8 CCEs

Registration

Early Bird (by Oct 11): SG\$1895

Registration: SG\$2295

Includes:

- Credits to complete LVS & TVS projects (valued at SG\$1,245)
- *INSIDE CHANGE* book
- The VS User Manual
- LVS Consultant's Guide
- TVS Consultant's Guide
- Certified Intranet Account
- Tools Intranet Account

21-22 November, Singapore
Merchant Court Hotel

Register online:

www.6seconds.org/reg

Help & Info: Jenny Wiley

<jenny@6seconds.org>

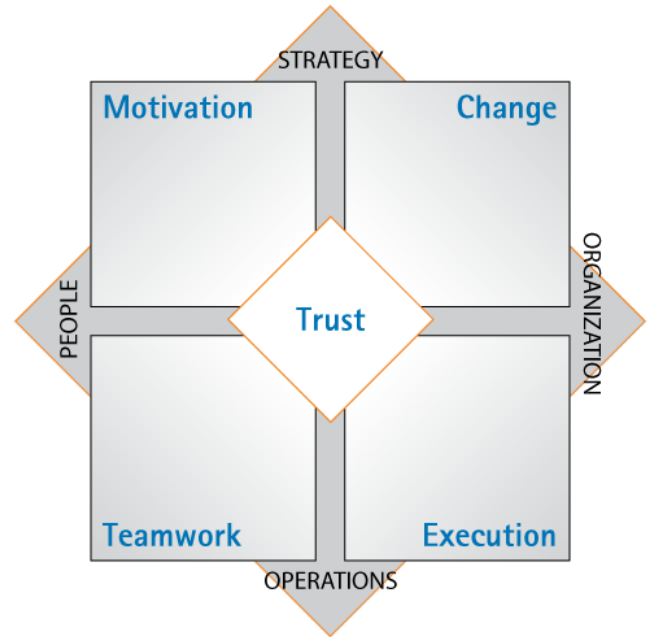
The Vital Signs Model

Defining Performance.

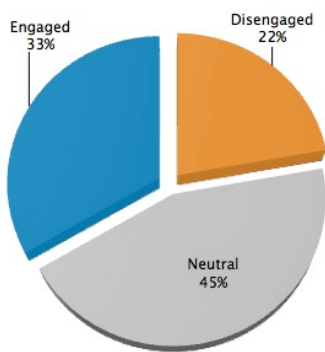
The Vital Signs Model is a practical framework to focus on the drivers of performance. The model blends solid business logic with emotional intelligence insights and serves as a “bridge” so organizational leaders can clearly see the importance of the people-side of performance.

The VS Certification equips you to use four powerful assessments, all based on this model.

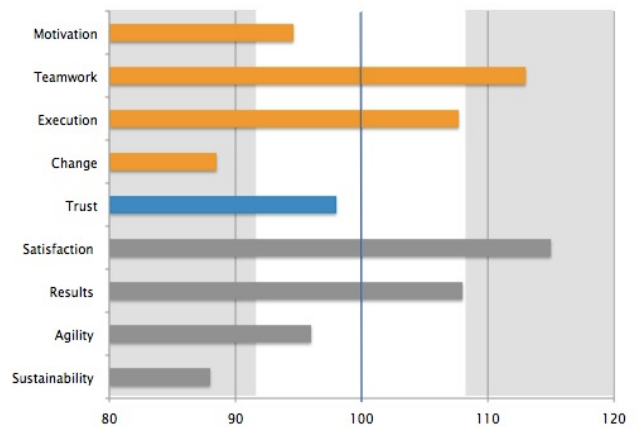
1. Leadership Vital Signs Self
2. Leadership Vital Signs 360
3. Team Vital Signs
4. Organizational Vital Signs



Engagement and Its Drivers



The TVS and OVS tools also measure employee engagement – and the model offers a practical way for leaders to understand what creates this essential ingredient to performance.



The Change MAP

The course includes orientation to Six Seconds’ remarkable change process – a framework for moving individuals, teams, and organizations forward.

