

The Effectiveness and Overload Gauge™

Improving Effectiveness by Overcoming Overload

You Are Unique!!

As a business leader you face a unique set of circumstances. While the challenges we all face may carry similar tones the solutions we bring must be shaped by our unique distinctions, perspectives, talents, and abilities. As we seek to **do more with less**, the road to improved effectiveness is best when we leverage individual strengths, wellness, and empowerment in overcoming our uniquely challenging world.



How Does It Work?

The Effectiveness and Overload Gauge™ is a simple seven minute web based survey. As a sponsoring leader you invite your organization to a web page where they use their specifically assigned project code. In return for their input participants are e-mailed a **confidential, personalized assessment report** with helpful tips and comparative benchmark data. On the basis of this they each can define their personal need and request the training that best suits them.

As the sponsoring leader we will provide you with a consolidated report that:

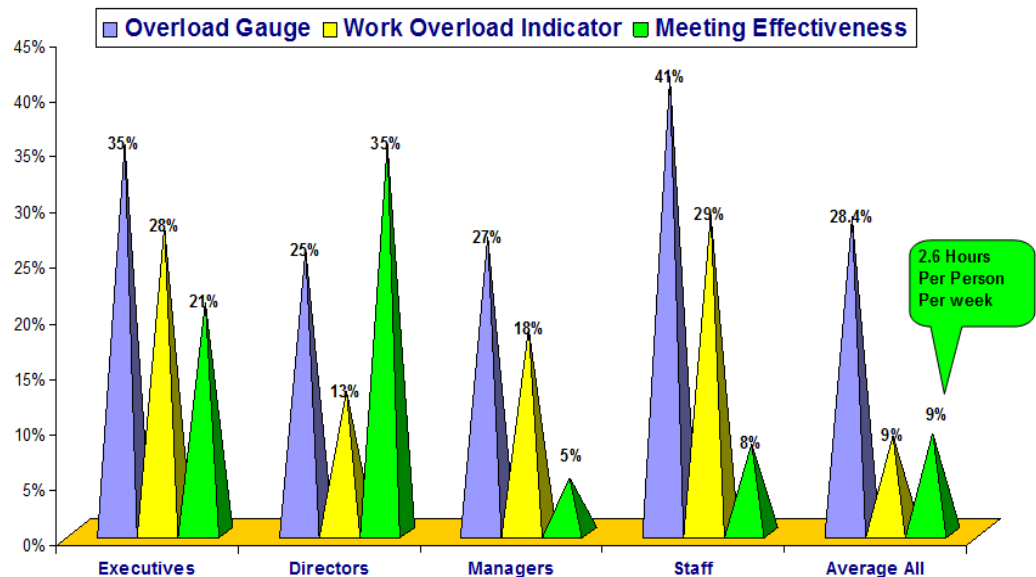
- Answers the **who, what, why, and how much** questions that you must have before making critical training decisions
- Gives our recommendations for the optimum training mix and content
- Estimates the potential benefit by job category
- Highlights potential return on the time and cost invested in our training

Diagnose before Prescribing

• With our web based **needs assessment, The Effectiveness and Overload Gauge™**, each individual is given the chance to assess his or her individual needs and request needed help. The detailed consolidated report is the leadership tool to direct the limited resources to gain the greatest benefits by answering key questions:

- Do my staff feel empowered to be the best they can be?
- How effective is our collaboration and communication quality?
- What is the level of meeting overload among my team members?
- How much time and effort is wasted in nonproductive meetings (Virtual or personal)
- How does my staff feel about e-mail overload?
- Are my team members able to focus or are they victims of counterproductive interruptions and distractions?
- Do we suffer from information clutter?
- Are we able to harness the culture of urgency or is it creating undue stress?
- Which organizational group can best benefit from:
 - The Overcoming Overload Workshop
 - The Overcoming Meeting Overload Workshop
 - The Overcoming E-mail Overload Workshop
- What training content can bring the greatest value?
- Who are the individuals or groups that can most benefit from such training?

Improvement or Change % by Job Category



NOTE: This graph is based on actual client data.

Results Speak Louder than Words

About 8—12 weeks later we e-mail each participant an invitation to re-take **the Effectiveness and Overload Gauge™**. In return the system automatically e-mails each participant a detailed line by line report comparing the before and after score. Reflecting on his or her personal progress and change over 8—12 weeks is a strong motivation for ongoing improvement.

As the sponsoring leader we e-mail you a consolidated progress or change report confirming the average group change or improvement. This is your visible and objective indication of a positive return on investment.

Client-tailored Structure

Using personal and group assessments and interviews, we tailor a mix of presentations, coaching, and exercises to meet specific individual, group, and corporate needs as well as measurable objectives and outcomes:

- **Personalised self assessment** starts with our online Effectiveness and Overload Gauge™. Along with pre-workshop interviews and exercises you will assess your personal effectiveness and overload quotient as well as your personal need for change. Consolidated survey reports help focus the workshop content and set benchmarks for expected benefits.
- **Pre-workshop interviews and exercises** will help enhance and personalize the learning experience.
- **Learning sessions** use a client-tailored plan supported by participants' needs for change. At the end of the workshop you will create a personal action plan with accountability to deliver optimum individual and team benefits.
- **Personalized one-on-one coaching** is optional. Over an eight week period you receive support, encouragement, tips, and accountability.
- **Evaluation and re-assessment** are critical for ongoing improvement. This is done by retaking the Effectiveness and Overload Gauge™ and comparing personal results to the average change experienced by your peer group.
- **Team huddles** offer collaboration and shared experiences.
- **Support** by phone and e-mail continues towards your ongoing improvement.

Workshop Leaders



BAHA AND MARGARET HABASHY

For over thirty-five years they have partnered in life. Working with clients as large as IBM and as small as local charities, they collaborate in helping organizations, leaders, and individuals achieve greater effectiveness and find relief from stress in an overloaded world.



24 Dewitt Court
Markham, ON L3P 3Y3
905-294-0380
info@integrity-plus.com

Our Track Record

Client data collected by the Effectiveness and Overload Gauge™ is your proof of measurable sustainable results. Workshop participants realized an **average total improvement of 28.3%**

- **Effectiveness 25%** —improving decision making
- **Filtering 26.3%** —prioritizing wisely
- **Control 29.0%** —managing demands and distractions
- **Filing 28.9%** —eliminating information clutter



JAYWANT MICHAEL,
LEADER AND UNIVERSITY PROFESSOR

"In my time, I have attended many seminars, but only a handful of them have had a lasting impact. Your program definitely falls in that category and has already impacted in a positive way several staff members and me. ...

Personally, I have regained at least an hour a day which is now put in more profitable use. By a better filtering system, I am now more accessible and available to the people important in achieving organizational and personal goals. ... I am able to keep my focus on higher valuable activities that are aligned with my position and roles."



WENDY GILMORE

VICE PRESIDENT, CLINICAL SUPPORT SERVICES

"To me personally the benefits from the workshop were immediate. I feel a tremendous weight has been lifted from my shoulders. I strongly recommend it. I have already recommended it."

Imagine the Benefits

Take a moment to imagine the benefits of focusing on your higher value roles, goals, and activities. Imagine more effectiveness and less stress. Like many of our clients what you imagine can be your true experience.

Contact us today to find out how the Overcoming Overload Workshop can noticeably improve your personal and corporate effectiveness by overcoming work and information overload.

More?

Test your personal overload gauge:

<http://www.nomoreoverload.com/test.html>

90 second intro video:

<http://www.nomoreoverload.com/media/PP/OOW-Intro/index.htm>

Client evaluation letters:

<http://www.nomoreoverload.com/ClientSay/sats.html>