

# impact

## What is Impact?

*Impact is the visible result of your goals and vision. A successful organization combines people skills, business processes and best practices to maximize positive impact.*

## What is

# ISA

## Impact Self Assessment?

*Impact Self Assessment is a comprehensive and guided approach used to unhide organizational issues that are not easily detected or measured in traditional auditing.*

*Undetected issues related to integrity and ethical values, commitment to competence and operating style can undermine successful performance and present serious risks that create obstacles to positive impact.*

*In a workshop setting, our VISTA360 facilitators are able to extract large amounts of information in a non-threatening manner. The approach uncovers existing and potential risks, and guides management and staff in designing action plans to mitigate risks and improve performance.*



## Impact Self-Assessment Workshop



*“Collective Wisdom  
is the path to learning and growth”*

# value

## What are the benefits for your organization?

- ◆ Helps to identify and articulate problems,
- ◆ Anonymous voting encourages honest answers,
- ◆ Opens channels of communication between teams to more easily reach solutions,
- ◆ Enhances team dynamics,
- ◆ Transforms frustration into action,
- ◆ Team participation in identifying issues and action plans provides the necessary buy-in to later implement solutions.



## How it works?

### #1 Get to know the client

Our team interviews key players to gain an understanding of the organization, its people and its processes.



### #2 Planning phase



Based on our preliminary evaluation and our experience, we design a workshop plan with recommendations as to who should attend each workshop, group sizes (max 15), number of workshops, and focus points.

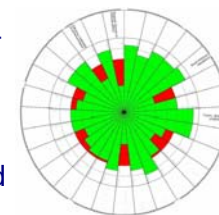
### #3 ISA Workshop (1 day)

- ◆ Key players meet with two experienced **VISTA360** facilitators.
- ◆ Groups of questions, each addressing a specific component of Impact Assessment, are answered by participants using anonymous voting technology to encourage honest responses.
- ◆ Results are immediately graphed, analyzed and discussed in open forum.

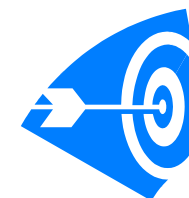


### #4 Summary report (next day)

Immediately after the workshop, our team of experts meets to prepare a report of results. The report includes a comprehensive and organized summary of the collective wisdom gathered during the course of the workshop. Graphics are used to highlight red flags and action plans are outlined to address identified issues and risks.



### #5 Collective Wisdom & Action Plan



Along with the final summary report, a concrete action plan, with specific targets, is laid out based on the collective wisdom gathered through the ISA process.