

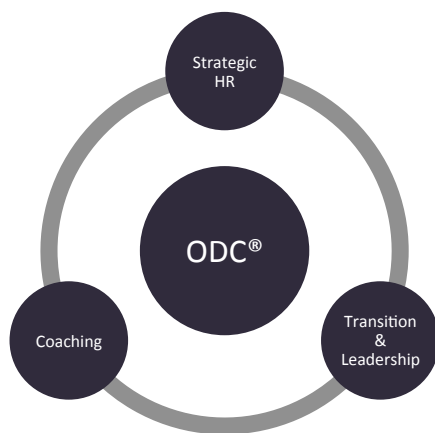
Odin Development Compass

Does your organisation want to move towards a team based work style, or improve what you already have? install or improve team-based working? Do you want to support your people in their development? If so you'll need to know what each person's individual strengths are. The Odin Development Compass (ODC[®]), developed over the past fifteen years, helps you make the right decisions about your investment in individual employees, teams and management.

Validated and reliable

The validated and reliable ODC test takes no more than 15 minutes.

The Odin Development Compass enhances your employees' productivity and commitment. It helps develop a healthy organisation which invites people to perform based on their individual strengths and vitality.



ODC provides insight into three areas:

- Strategic HR
- Coaching
- Transition & leadership

Focus on natural qualities

ODC helps people focus on their natural qualities and hidden potential. At the same time the compass shows which acquired behaviours are ineffective. ODC's key asset is that it measures subconscious motives as well as visible behaviours. This allows people to make better use of their natural competences and gear them to the organisation's goals.

ODC is available in Dutch and in English.

ODC presents the results in four colours:

Natural strength

Natural strength is what a person is naturally good at and derives energy from.

Natural potential

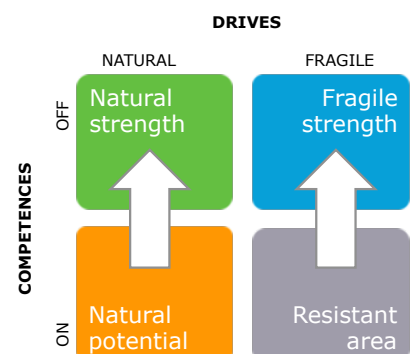
Natural potential is what a person is naturally good at, but does not employ or only to a limited degree. Orange can be developed into green.

Fragile strength

Fragile strength is what a person is not naturally very good at, but has learned to employ. It costs energy and is less effective.

Resistant area

The resistant area is what a person is not naturally good at and does not employ.



1. STRATEGIC HR

For any organisation it is essential to utilise and develop its employees' natural qualities. Organisations thrive on self-confident people who work from their natural strengths.

The ODC is the roadmap for personal development. It helps people to perform on the basis of their natural strength without forcing themselves to act against their natures. This enables employees and organisations to be successful and realise their full potential.

ODC is therefore an essential driving force in strategic HR processes. The ODC output addresses three strategic HR areas: matching, PDP and 360° feedback:



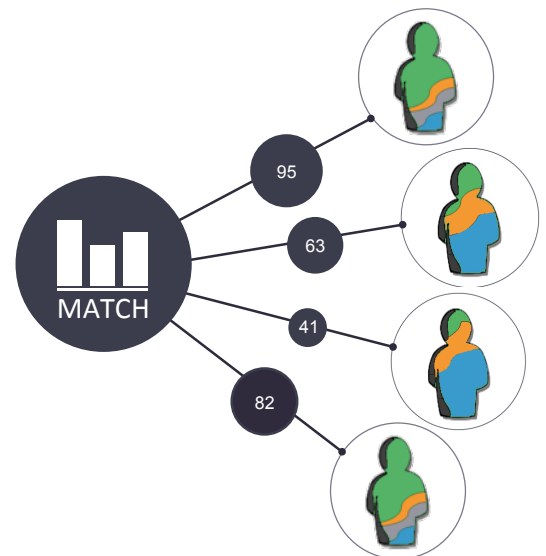
SHR-Matching

(available by mid-2015)

The primary goal of matching is to gear the green and orange competences to the job or role. Whilst competences cannot be created and people cannot be expected to develop any desired competence people's effectiveness will be enhanced if they are stimulated to use their natural strengths and behaviours.

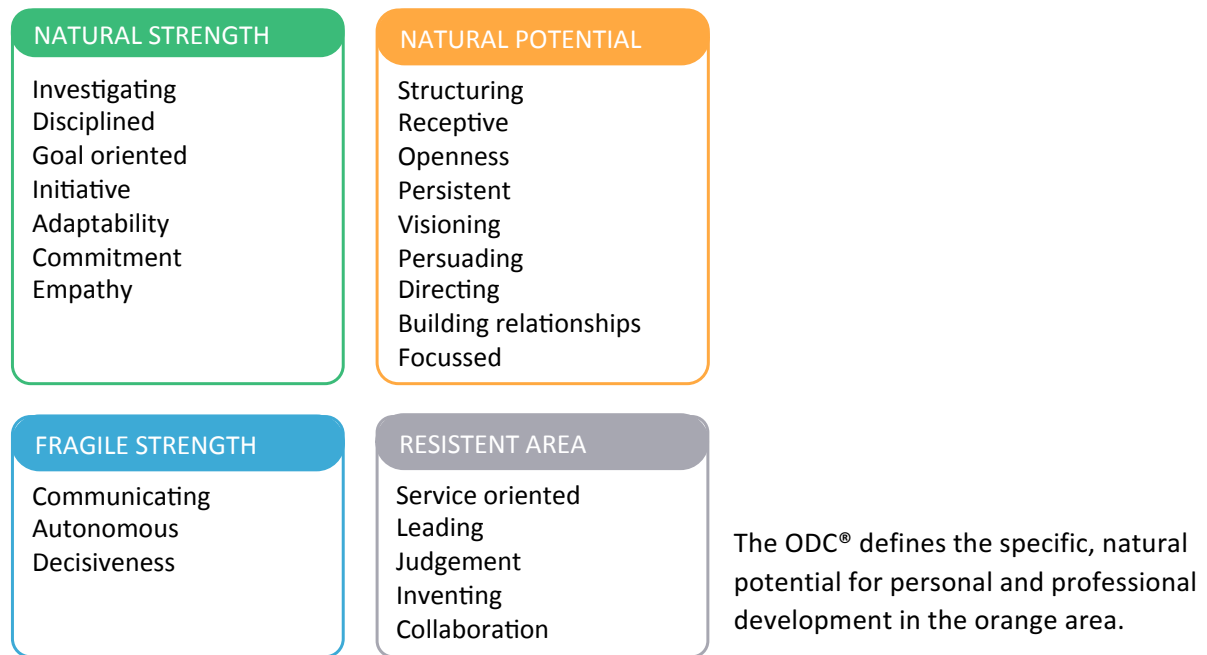
Organisational goals will be achieved more effectively and with more stability and the level of sick leave will decrease.

The ODC Development Compass can be tailored towards your organisation's jobs, roles, or particular fields of work.



SHR-Personal Development Plan (PDP)

The main goal of personal development planning is for people to utilise their natural strengths (green) and develop their natural potential (orange) into effective, green behaviour.

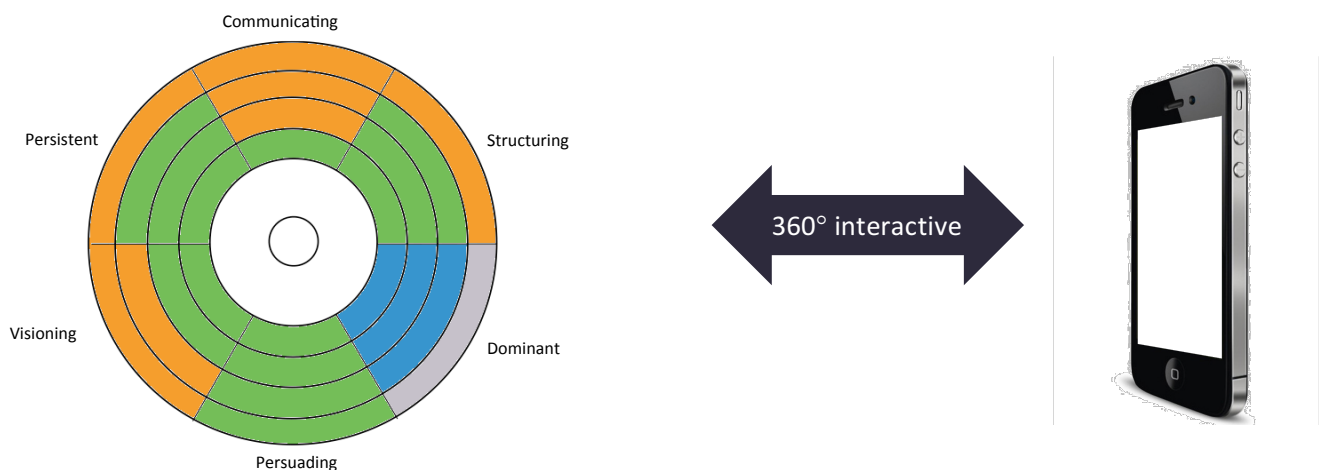


SHR-360° feedback

(available by mid-2015)

The ODC 360-degree feedback tool allows a group of people to provide feedback on an individual's competences. Management, colleagues, clients and employees can provide input rapidly via a smart phone, tablet or laptop.

The feedback can be gathered annually to monitor development patterns over a period of several years.



2. COACHING

The ODC Development Compass can deepen and enhance the coaching process. Dozens of trained professionals are already using ODC as a basis for their coaching. One of the key features of the ODC is its ability to identify which fragile (blue) competences prevent the development of natural potential (orange).

An ODC trained coach can use the coachee’s report to help remove such blockages. For instance, when a person is heavily focused on control and perfection (blue behaviour) they may find it more difficult to develop a delegating leadership style. The coach will therefore focus on the orange areas to activate natural potential.

P2	S	P1	D
Persuading	Decisiveness	Receptive	Collaboration
Visioning	Judgement	Openness	Inventing
Prophet	Strategist	Nurturer	Innovator
Initiative	Commitment	Empathy	Adaptability
Driving	Inspiration Form		Harmony
Directing	Focused	Disciplined	Building Relationships
King	Realist	Analyst	Messenger
Autonomous	Persistent	Investigating	Communicating
Leading	Goal orientated	Structuring	Service orientated
D	P2	P1	S

3. TRANSITION & LEADERSHIP

The organisational context determines which individual and team competences are needed. They must be reflected in the employee, management and team profiles. ODC offers organisations insight in the current situation by contrasting people and profiles. A strength-weakness analysis then indicates the development issues and priorities. The resulting insight into the “coverage” of necessary behaviours can predict the managerial and operational effectiveness both now and in the future.

ODC provides insight into leadership styles and aspects of managerial behaviour. This helps leaders and managers to adopt the most fitting role.

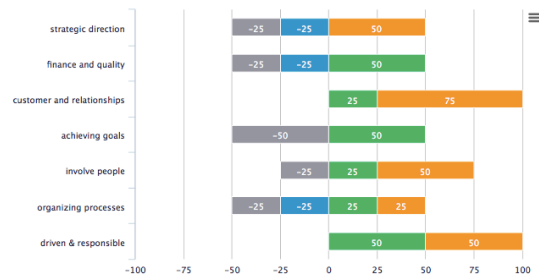
Whether functioning optimally in a management team or successfully leading a change process is concerned, the ODC shows which natural competences are present to develop the most effective behaviours.

At the same time the ODC makes clear which fragile competences (in blue) are best left to others to perform. In this way an ideal division of roles between the different types of managers can be established.

Leadership styles



Management aspects

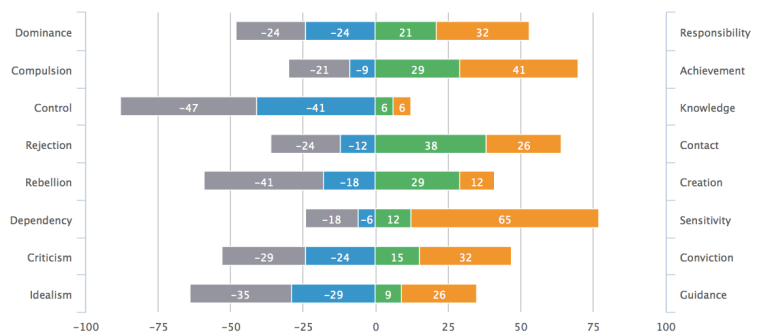


TRANSITION & LEADERSHIP - teams

ODC provides insight into a team’s joint abilities, by showing where their strengths and weaknesses lie.

When taking on new team members it is possible to determine which drivers and motives would be strengthened by a specific candidate.

Motivation team example



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