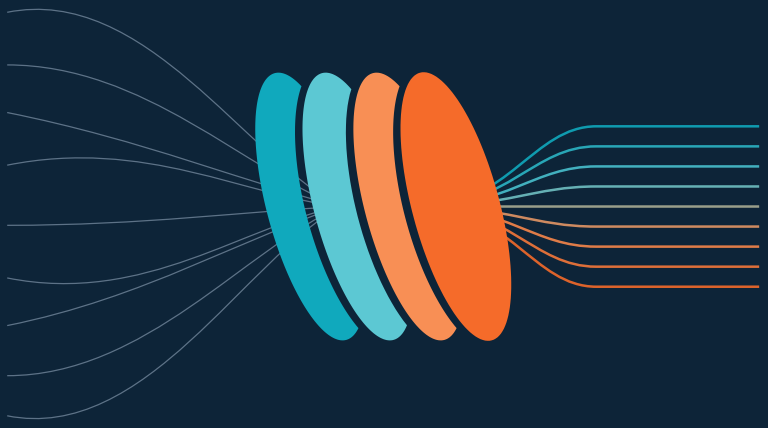
HGBC

Four questions. *One clear picture.*

SEFHA OHC™ examines how the company is managed across eight dimensions: leadership at the centre; around it strategy, organization, processes, finance, supply chain, digital and the future. It finds the mechanism beneath the symptoms and the root cause that feeds them all.



01 · MATURITY	02 · VALUE POTENTIAL	03 · FRAGILITY	04 · IMPLEMENTATION
Where are you today?	*What can you gain?*	*Where could you break?*	*How much can you carry?*

8	304	95	3
dimensions, leadership at the centre	core questions, on a maturity scale	cross-check questions	management levels

WHEN

At a threshold.

- Before growth or investment
- In succession and professionalization
- When a new general manager arrives
- At a partnership, merger or investor entry
- Before a transformation programme
- When results fall short of expectations

HOW IT WORKS

A clear diagnosis in five steps.

01	**Scope and preparation**	Interview plan
02	**Interviews and fieldwork**	Field findings
03	**Cross-validation**	Tested findings
04	**Analysis and diagnosis**	Root cause
05	**Report and results session**	Decisions and roadmap

WHAT IS SAID	WHAT IS DOCUMENTED	WHAT ACTUALLY WORKS	ONE CLEAR MANAGEMENT PICTURE

We do not rely on a single account. Structured interviews with the board, the general manager and department heads; field observation and document review. One interview of up to 150 minutes with each participant.

More than a report: *a complete set for decision.*

SEFHA OHC™ SCORECARD · ILLUSTRATIVE EXAMPLE

A company's today, on one page.

OVERALL LEVEL **2.6** *Defined*

RED FLAG **2**

	INITIAL	DEVELOPING	DEFINED	ESTABLISHED	LEADING		
Leadership			●			2.6	Defined
Strategy			●			3.0	Defined
Organization ▸ *Authority concentrated at one desk*		●				2.1	Developing
Processes			●			3.2	Defined
Finance				●		3.7	Established
Supply chain			●			2.8	Defined
Digital		●				2.0	Developing
Future ▸ *No succession plan*	●					1.8	Developing

Figures are illustrative and belong to no company. A red flag pulls the score to the lowest level; critical risks are not lost in the average.

ORGANIZATIONAL HEALTH REPORT

I **Assessment**
Letter and Scorecard

II **Understanding**
The dynamics of success

III **Diagnosis**
One big cause

IV **Future**
Narrowing options

V **Action**
Decisions and roadmap

ALONGSIDE THE REPORT

- Letter to the Partners
- Results session presentations
- Financial Structure Analysis
- Workforce Structure Analysis
- Action Handbook

Is this an audit?

No. A survey measures perception; an audit measures compliance. SEFHA OHC™ cross-validates interviews, documents and the field to make the whole management system and its priorities visible.

How is our information protected?

The work runs under a project code name; only the project team sees the interviews. The report discusses patterns, not people, and quotes no one. Data is processed in line with Turkish data protection law (KVKK).

Do you assess individuals?

No. When things go wrong in a company, it is usually the result not of one person but of how the work is set up.

What happens afterwards?

You can implement the roadmap with your own team. If you wish, we set up the Management Rhythm together and hand it over to your team through training.

How does SEFHA OHC™ work? *See it in a short demo.*

6 questions on leadership, 2 minutes. Or write to us directly; let us draw the scope together.

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