



Organizational Effectiveness Through WorkLife WellBeing

The Paradigm Shift

Employees' priorities have changed. Flexible work and attention to their wellbeing are now being valued above anything else.

Many organizations are being caught off guard in this new environment. Yet, ensuring employee wellbeing, in a pragmatic fashion, becomes a must to attract and to retain talent. Leaderships must take on new responsibilities and managers are asked to have new skills. A new approach is needed.

The Science

BossRocket is based on the research made on Human Capital Productivity – and its key finding: The employment experience correlates with business results.

The research shows that employment experience correlates with business results, and they can be measured and quantified. A positive employee experience correlates with end customer satisfaction, be it for a student, patient, or other type of client.

BossRocket utilizes the three self-esteem factors, measured, and calculated in accordance with the research by Dr. Marko Kesti and the Herzberg's motivator-hygiene theory. Some fulfillment aspects are enablers (must haves), while some act as performance boosters. Dr. Kesti's Human Capital Production Function links these factors to the organization's performance. A measured wellbeing can then be used to project and quantify organization's performance.

How it Works



Look:

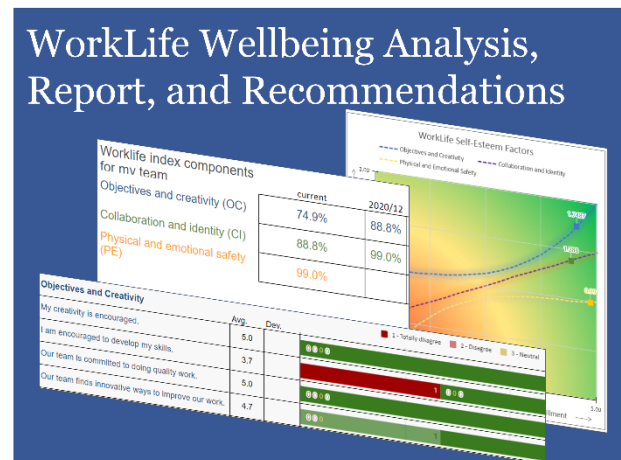
Short polls provide regular feedback on WorkLife WellBeing as well as WorkLife management practices.

See:

BossRocket reports help in understanding dynamics that support sustainable organizational performance and provides a measure for institutional effectiveness.

Act:

Team leader workbooks provide the guidance needed for improvements. They highlight topics where managers have a different understanding than team members, help team leaders to find the right topics for improvement, and track their selected actions and impact.



Why BossRocket

While traditional employee engagement and satisfaction surveys can provide valuable data on general organizational climate, or with specific individual aspects, they fail in quantifying employment experience in relation to organizational performance. Dissatisfaction factors, enablement and motivation aspects cannot simply be averaged together as they have different strengths and scales.

BossRocket uses research-based and practice-proven methods for uniting dissimilar factors for WorkLife quality, practices, and outcome for better explanatory power.

The BossRocket Mission

Our mission is to work with organizations to create sustainable competitive advantage with their most asset, human capital. Employee experience and motivation are central factors of organizational effectiveness and operational performance.

Our passion is to help leadership and managers make their teams successful, coach for performance and bring structure in ever changing situations.

Getting Started

BossRocket can be deployed as a cloud-based tool, or as a full service. For full-service option, employee email addresses are needed for polls and a team structure is needed for reporting. Managers and team leaders need Google account for accessing their workbooks.

Upon request, the scope of the polls, questions and reports can be customized to meet the needs of the organization.

BossRocket resources

Web page: <https://smartpto.com/bossrocket/>

Blog: <https://smartpto.com/blog/>

Buy a project on Upwork: [workplace-wellbeing-analysis-and-team-leader-workbooks-implementation](#)

“High performing organizations are composed of high performing teams of high performing people. To support our talent, leaders within the organizations must understand organizational climate, the needs of team members for success, and key drivers that impact the healthy balance of work and life

“The data helps us understand how effective we are with creating a good work environment which in turn supports student success. If our staff is satisfied that will translate to better performance in serving our students.”

“The Bossrocket WorkLife Index & Practices is an outstanding tool to help any organization better understand organizational climate and in turn develop strategies to strengthen organizational performance and provide a healthier work environment.”

“The Bossrocket team works closely with the organization to ensure the process of getting the data needed for your organization makes sense and is easy. I highly recommend the Bossrocket as an important source of understanding the dynamics that support successful organizational performance.”

Mary Faria, PhD, FACHE

President and CEO
AOMA Graduate School of
Integrative Medicine
