



Is Your Organization Ready for ROI?

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As organizations attempt to show the value of their investments all the way to the financial ROI, it becomes a journey, ensuring that programs are: designed for results, delivering results, and measuring and reporting the results. Some suggest that they aren't quite ready for ROI. For others, tackling ROI is almost too late because they have tremendous pressure to show ROI quickly. This assessment is an excellent tool to see if you are ready for ROI and the urgency in pursuing ROI implementation. This 15-item assessment captures the factors that create the need for a more serious evaluation in an organization. This assessment is also appropriate for the entire HR team. For each of the following questions, please check the most appropriate level of agreement for each statement, then total your score.

	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)
1. My organization is considered a large organization with a wide variety of programs.	☐	☐	☐	☐	☐
2. We have a large budget that attracts the interest of senior management.	☐	☐	☐	☐	☐
3. Our organization has a culture of measurement and is focused on establishing a variety of measures in all functions and departments.	☐	☐	☐	☐	☐
4. My organization is undergoing significant change.	☐	☐	☐	☐	☐
5. There is pressure from senior management to measure results of our programs.	☐	☐	☐	☐	☐
6. My function currently has a very low investment in measurement and evaluation.	☐	☐	☐	☐	☐
7. My organization has experienced more than one program disaster in the past.	☐	☐	☐	☐	☐
8. My department has a new leader.	☐	☐	☐	☐	☐
9. My team would like to be the leaders in our field.	☐	☐	☐	☐	☐
10. The image of our department is less than satisfactory.	☐	☐	☐	☐	☐
11. My clients are demanding that our processes show bottomline results.	☐	☐	☐	☐	☐
12. My function competes with other functions within our organization for resources.	☐	☐	☐	☐	☐
13. There is increased focus on linking our process to the strategic direction of the organization.	☐	☐	☐	☐	☐
14. My function is a key player in change initiatives currently taking place in the organization.	☐	☐	☐	☐	☐
15. Our overall budget is growing, and we are required to prove the bottomline value of our processes.	☐	☐	☐	☐	☐

Total your score by adding up the numbers attributed to each answer you selected. If You Scored:

15-30: You are not yet a candidate for ROI; however, it is a good time to start building capability around measurement so you are ready when the time is right."

31-45: You are not a strong candidate for ROI; however, it is time to start pursuing some type of measurement process.

46-60: You are a candidate for building skills to implement the ROI process. At this point, there is no real pressure to show the ROI, which is the ideal opportunity to perfect the process within the organization.

61-75: You should already be implementing a comprehensive measurement and evaluation process, including ROI.