

GROWTH TO EXIT

Organisational Health Scan

- Maximise Valuation
- Reduce Execution Risk
- Prove Scalability

Organisational Health: A Driver of Valuation Multiples

For organisations preparing for an exit, financial metrics tell only half the story. Investors and acquirers are increasingly scrutinising the "black box" of organisational health, culture, leadership depth, and systemic scalability.

The Organisational Health Scan (OHS) is an evidence-based diagnostic tool that quantifies these intangible assets. By identifying and resolving hidden friction points before a sale process begins, you can demonstrate a robust, transferable business model. Strong organisational health has been shown to increase valuation multiples by 10–30% by reducing the perceived risk premium associated with leadership dependency and cultural fragmentation.

Measuring 6 Key Elements



What the OHS Delivers: Due Diligence Readiness

Unlike standard engagement surveys, the OHS evaluates the structural and behavioural drivers of value. It answers the critical questions buyers will ask:

- **Scalability:** Are systems robust, or reliant on individual heroes?
- **Leadership:** Can the management team deliver the investment case post-exit?
- **Alignment:** Is the culture an asset or a blockage to integration?

The Output: A "Red Flag" Report & Value Creation Plan

You receive a commercially focused report identifying liabilities that could lead to price chips or deal delays, alongside a 12-month roadmap to optimise EBITDA and operational efficiency prior to exit.

How It Works: Rapid and Scalable

- **15-Minute Diagnostic:** 120 targeted questions completed anonymously by employees and leaders.
- **Quantitative and Qualitative:** Captures hard data on efficiency alongside deep insights into cultural risks.
- **Zero Disruption:** Scalable from 50 to 5,000+ employees with minimal operational impact.



Proven Impact: Evidence of Value Creation

FTSE 100 Luxury Retail Company

- **Challenge:** Stagnant growth and siloed operations.
- **Intervention:** OHS identified leadership misalignments, performance blockers and process bottlenecks.
- **Outcome:** 53% profit increase and 55.2% revenue growth over 3 years.

USA SME (Consulting Services)

- **Challenge:** High key-person dependency and inability to scale.
- **Intervention:** Cultural realignment and systems optimisation.
- **Outcome:** 500% profit increase and 100% employee growth in 18 months.

Innovation Norway

- **Challenge:** Public sector inefficiency requiring transformation.
- **Intervention:** Targeted behavioural and structural changes.
- **Outcome:** 1400% improvement in efficiency/performance metrics.

Why OHS for Pre-Exit?

What Buyers Look For (And What OHS Verifies):

- **Low Key-Person Dependency:** Proof that the business runs on systems, not just the founder.
- **Scalable Culture:** A workforce that is engaged, resilient, and ready for post-deal integration.
- **Leadership Depth:** A management layer capable of executing the future growth strategy.

OHS vs. Traditional Surveys

While standard tools measure "sentiment," OHS measures execution capability. It provides deep, integration-relevant insights, offering a specific focus on the behavioural changes required to secure a premium valuation.

Take Action

Do not let hidden risks erode your deal value.

- Request a Sample Pre-Exit Readiness Report.
- Engage in a free OHS trial with 6 members of your leadership team
- Book a 20-Minute Confidential Briefing to discuss your exit timeline.

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