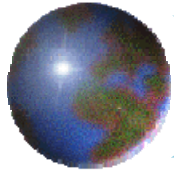


# Business Needs Scorecard

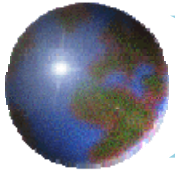
Integration International



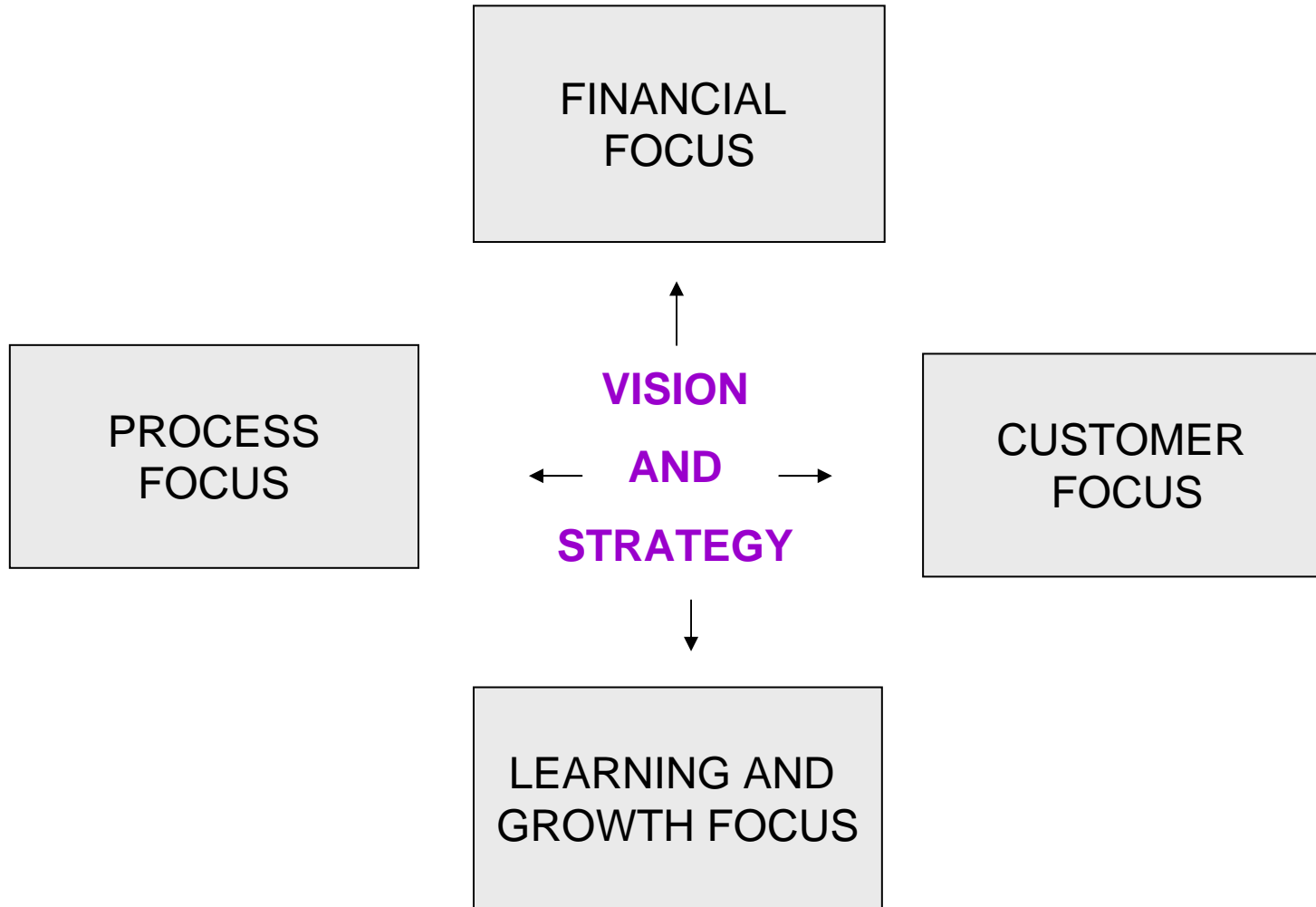
## Balanced Needs Scorecard

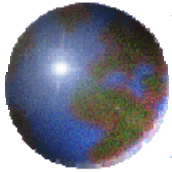
**Diagnostic tool to show  
what aspects of business:**

- organization is currently focusing on
- people would like it to focus on.

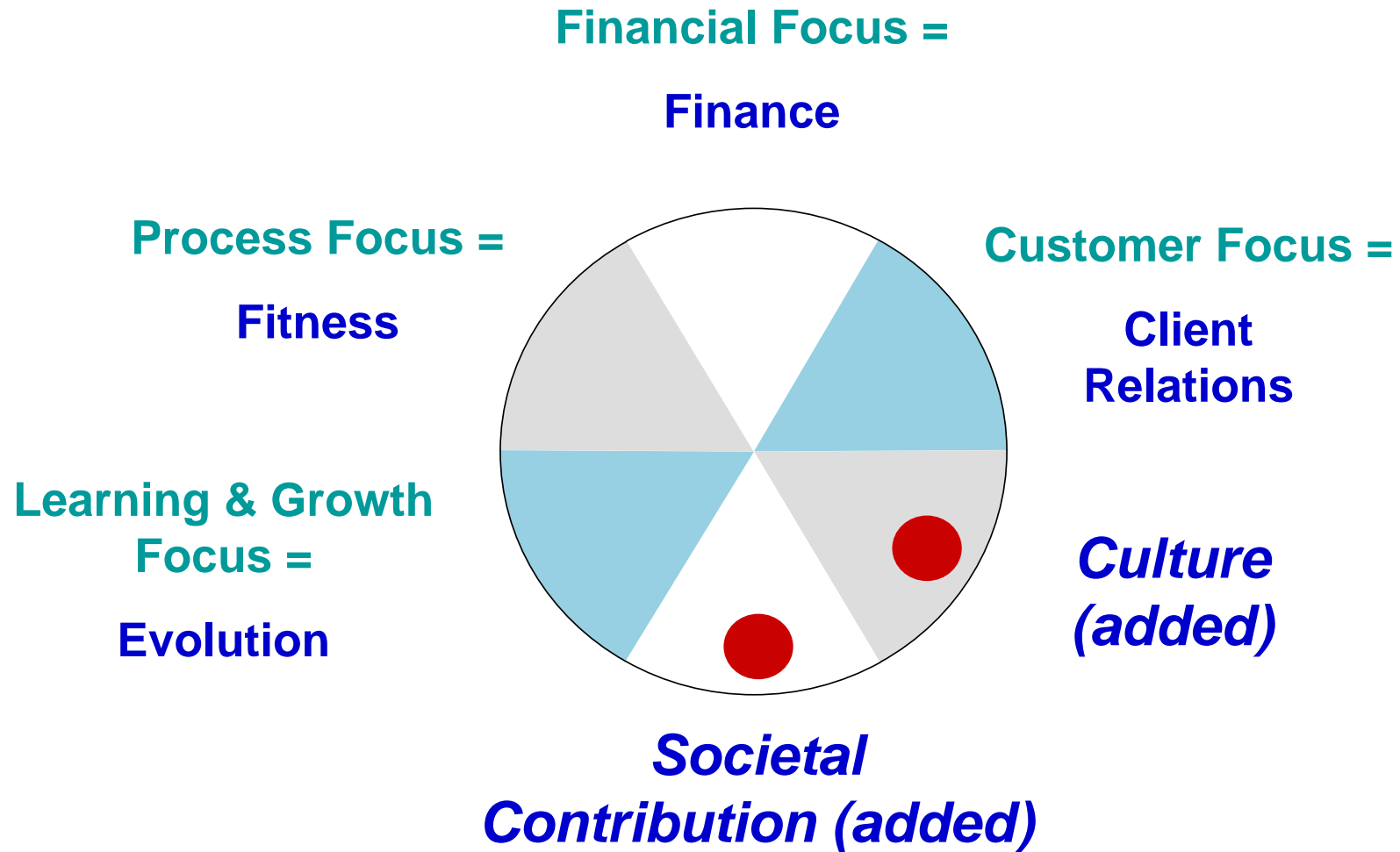


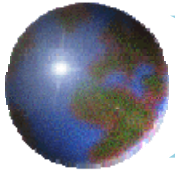
## Balanced Scorecard (Kaplan & Norton)





# Balanced vs. Business Needs Scorecards





# Business Needs Scorecard

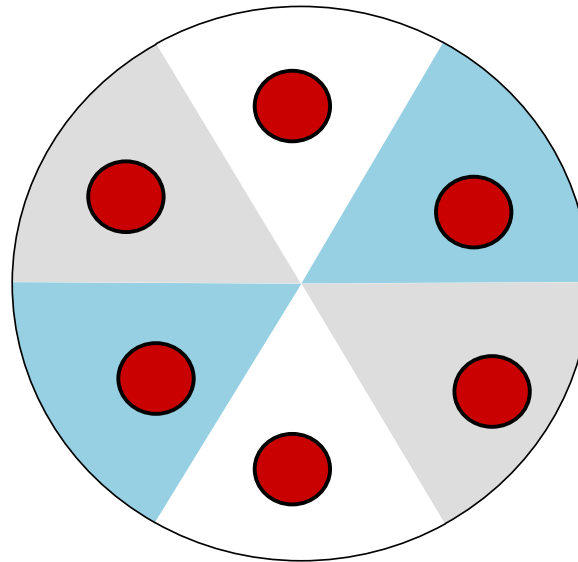
Finance

Fitness

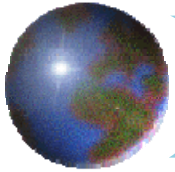
Client  
Relations

Evolution

*Culture*



*Societal  
Contribution*

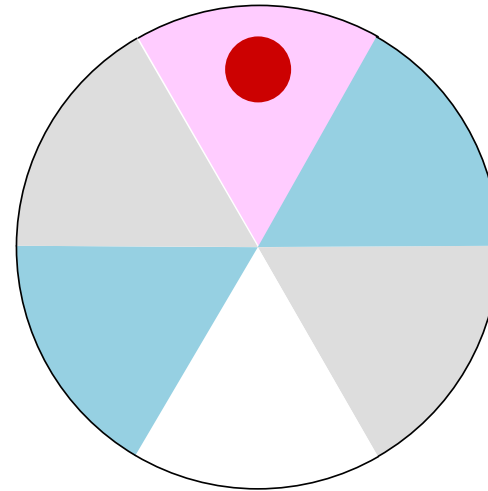


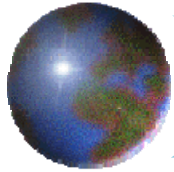
# Business Needs Scorecard

## Finance Indicators

- Financial Stability
- Shareholder Value
- Debt Reduction
- Cost Savings

Finance



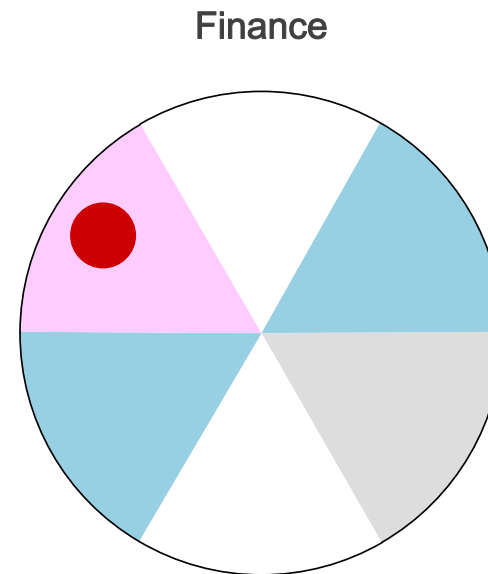


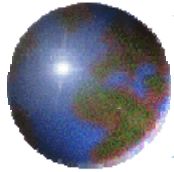
# Business Needs Scorecard

## Fitness Indicators

- Productivity
- Efficiency
- Quality
- Skills

Fitness

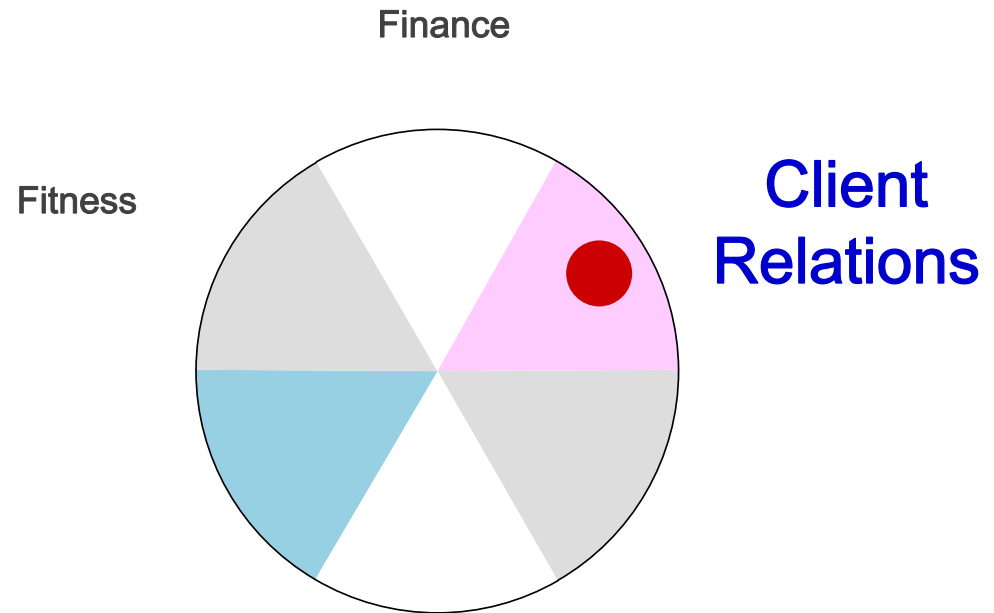


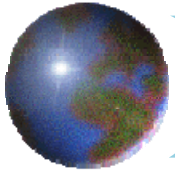


# Business Needs Scorecard

## Client Relations Indicators

- Customer Satisfaction
- Supplier Collaboration
- Partnerships



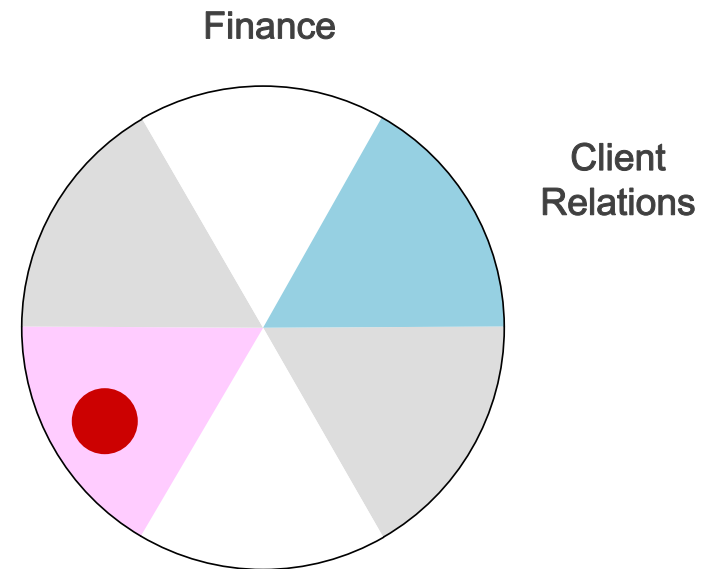


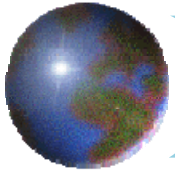
# Business Needs Scorecard

## Evolution Indicators

- Continuous Improvement
- Learning
- Creativity
- Innovation

Evolution

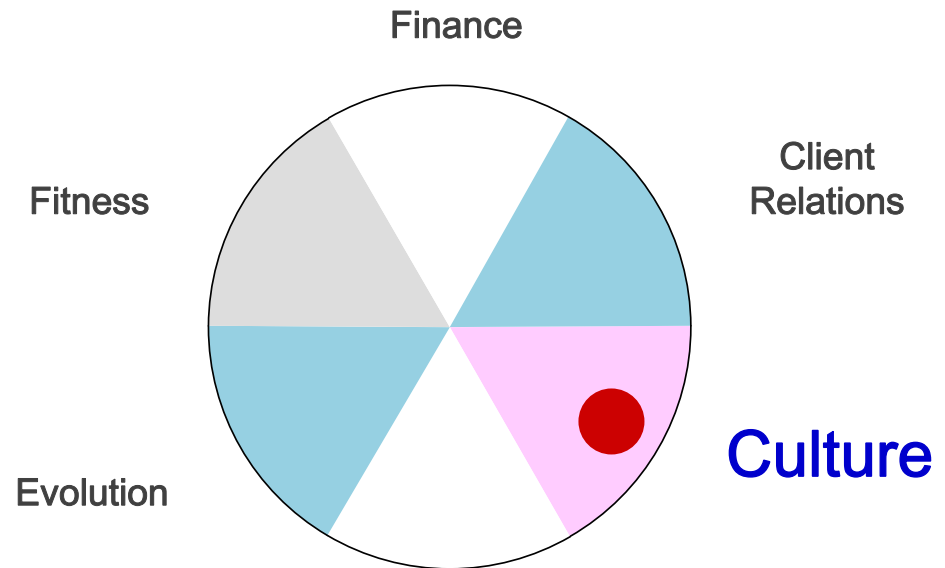


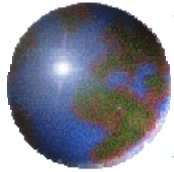


# Business Needs Scorecard

## Culture Indicators

- Employee Fulfilment
- Balance Home/Work
- Teamwork/Participation

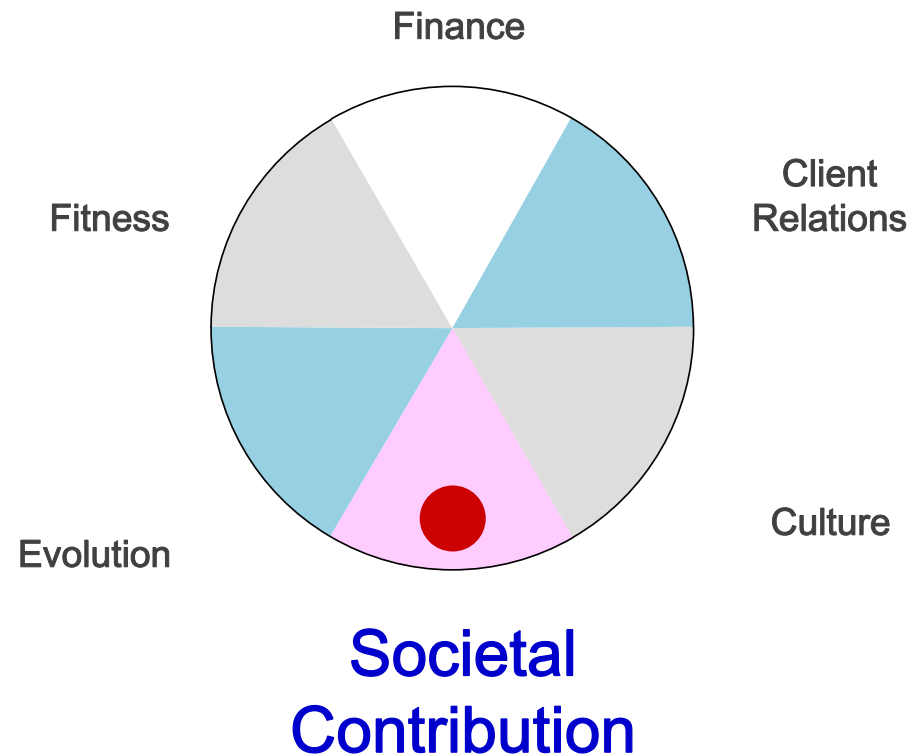


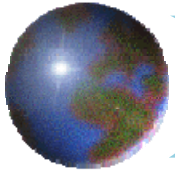


# Business Needs Scorecard

## Societal Contribution Indicators

- Community Service
- Corporate Social Responsibility
- Charitable donations
- Environmental Policies





# BNS: Long-Lasting Successful Companies

Based on mission and vision statements from  
*Built to Last* – Collins and Porras

