

Better decision-making with Organisational Experience (OX) data

Understand what's really going on in your business to get ahead of the game.



In a data-driven world, decision-making is complex.
It's tough to tune out the noise to uncover meaningful insight.

You need the right data about your organisation, in the right place, at the right time, to reduce uncertainty and make better decisions that improve performance. You also need additional data that is forward-looking and predictive; that shows you what's coming down the line.

Tensense OX data provides this early warning system that reveals potential issues in the organisation before they hit the bottom line. The data also highlights why some areas are performing better than others. It does this by harnessing the instinctive knowledge within your workforce, as only they see and really understand, what is happening *on the ground*.

Unlike operational Employee Experience (EX) data, which is collected to help organisations manage their human capital effectively, the pioneering analysis provided by our OX data allows the senior leadership team to look across the organisation with a high-level perspective and watch for emerging concerns within the organisation.

Powered by Sensemaking

The underlying emotion and 'story' driving an organisation is critical to its performance. But large organisations have lost touch with their story over time - few are still family-led where owners know everyone personally.

Layers of process and management are no replacement. And it's increasingly difficult for leaders to walk the corridors and chat in person to their workforce to sense what is happening - resulting in many lost, richly informative, watercooler moments.

Tensense uses Sensemaking to provide this lost insight, allowing you to see issues quickly and easily, join dots as to what is driving performance and help with focus, better decisions and earlier action. Our algorithm uses the management theory of high performing organisations, doing the rapid, analytical heavy lifting for you.

Get ahead of the unexpected

Tensense software populates your Business Intelligence dashboard, aligning with your financial performance data and other business metrics. This crucial data alignment completes the story of what's going on in your business, long before any issues appear in historical reporting data as poor performance.

You can quickly analyse, iterate and action to decide which areas need focus now. Not just where things are currently not working but, most importantly, where things which appear to be working may be under threat.





Predictive, Actionable Insights

With Tensense in your data mix, you can make better business decisions sooner. Evidence on how the business is performing is available before you see poor performance in historical data. Here's how:



1. Collect

Tensense uses a light touch questioning system which harnesses the power of instinct. This isn't an employee engagement exercise. Rather than assessing how your people feel in themselves, it's about how they feel the company is doing and where management issues lie.

We collect data via your collaboration tools.



2. Interpret

Next, the unique algorithm interprets the information, joining the dots to create a coherent, insightful picture of what's working and where potential problems might arise.



3. Alert

The reporting function provides a clear, visual representation of how the business is performing for use within your BI dashboard. Integrated and aligned with existing financial and performance data, the straightforward narratives provide alerts and direction as to where key opportunities and challenges might lie.

The analysis provides a high level overview of 16 management topics covering the whole organisation, aligning with existing business data. The magic is the relationship between the patterns and what that can tell us about how your business is really performing.



Tensense merges science, technology and over four decades of experience in Sensemaking and leadership to create a groundbreaking tool designed to help Executive Leaders cut to the heart of business performance.

It provides just enough of the right intelligence to reduce reliance on the past, take critical decisions in the present, to impact the future.