AXE DIAGNOSTIC / 01



AXE Diagnostic

Understand your priorities and plan the next 90 days

From small businesses to large organizations

Company and engagement	Scenario overview
Company	ABC Manufacturier • 35 employees
Period reviewed	November 1, 2025 to October 31, 2026
Date and reference	November 10, 2026 • DEMO-AXE-2026-483
Prepared for and by	Senior management / AXE Coaching

Purpose of the diagnostic

ABC Manufacturier wants to reduce rework and improve coordination across production, maintenance and customer service. The diagnostic identifies three priorities: clarify responsibilities, structure coordination and adjust workload.

ENTIRELY FICTIONAL CASE

The company, responses, described documents, findings, figures and targets are invented to illustrate the report. No actual information gathering, interview or client validation took place. Amounts are illustrative estimates, with no guarantee of results.

Diagnostic scenario: 3 leadership respondents, 28 participating employees, 3 simulated document sets and a 75-minute analysis interview described as an example.

Executive summary

The overview highlights favourable attendance practices and two areas to clarify: responsibilities and support for managing workload. Three work priorities are proposed for the next 90 days.

OVERALL PERFORMANCE

61 / 100

Needs improvement

Clarify roles and improve work coordination

6 dimensions assessed • 3 leadership respondents
28 employee responses from 32 invitations • 87.5%

Three work priorities

Suggested implementation order. Differences in perceptions need to be explored with the teams.

01 **Clarify responsibilities**

A 26.8-point gap between leadership and employees on clarity of work practices.

First action Review three cases of rework, then clarify who does what and who decides.

49 / 100
Clarity and processes

02 **Structure coordination**

Scenario observation: decisions are not tracked in a shared register.

First action Test a 15-minute meeting and shared tracking of decisions.

61 / 100
Relationships and collaboration

03 **Measure and adjust workload**

A 20.5-point gap between leadership and employees on capacity and leadership.

First action Track workload, then test a rule for resolving competing priorities.

46 / 100
Capacity and leadership

A STRENGTH TO MAINTAIN

85 / 100

Workplace attendance

Familiar procedures and organized continuity in this scenario.

HYPOTHETICAL FINANCIAL SCENARIO

$25,865 / year

Recoverable capacity if each category decreases by 10%.

Estimated baseline: $258,646 / year. Implementation costs excluded. No savings or net gains promised.

The decision to make within 30 days

Assign Operations to validate three cases of rework and approve three responsibility sheets by December 10, 2026.

Fictional case. Priorities reflect the scores and scenario observations; they are not derived automatically from a ranking of scores.

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Methodology and reliability

The overview brings together leadership and employee perspectives and available documents. In this example, all responses, described documents and the interview are fictional.

What is reviewed	Participation and content
Leadership	**3 respondents** 24 questions each (Questionnaire: November 2 to 6, 2026)
Employees	**28 responses from 32 invitations** 87.5% participation • 12 questions each (Questionnaire: November 2 to 6, 2026)
Documents	**3 document sets** Headcount and payroll; departures and absences; processes and friction (Period: November 1, 2025 to October 31, 2026)
Interview	**75 minutes with leadership** Senior management and Operations (November 9, 2026)

How to read the results

Each dimension equally combines leadership and employee scores, expressed out of 100. The average of the six dimensions is 61/100. The 28 complete responses meet the participation thresholds for each dimension. Documents inform the findings without adding points.

Priority to examine	Needs improvement	Favourable
Below 50 / 100	**50 to below 75 / 100**	**75 to 100 / 100**

Grey: not assessed or provisional. A higher score indicates more favourable reported practices.

What supports a finding

○ **Reported** A perspective or observation gathered.

◇ **Corroborated** Several independent sources point in the same direction.

? To validate Information is missing or perspectives differ.

For figures, documented data is supported by a document; reported data is supplied by a respondent; an estimate remains an approximation.

Limitations: AXE conventions without scientific benchmarking; no causality or conflict is proven. In an actual survey, employee responses are aggregated and identifying information is removed.

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Six performance dimensions

Overall scenario performance: 61/100. Higher scores indicate more favourable reported practices. L = leadership; E = employees. Each dimension is based on 3 L respondents and 28 E respondents.

Team stability

L 62.5 / E 50.0 • ◇ Simulated agreement

56 / 100

Needs improvement

Workplace attendance

L 87.5 / E 82.1 • ◇ Simulated agreement

85 / 100

Favourable

Clarity and processes

L 62.5 / E 35.7 • ? Perception gap

49 / 100

Priority to examine

Relationships and collaboration

L 68.8 / E 53.6 • ◇ Simulated agreement

61 / 100

Needs improvement

Capacity and leadership

L 56.3 / E 35.7 • ? Perception gap

46 / 100

Priority to examine

Engagement and commitment

L 75.0 / E 67.9 • ○ Simulated responses

71 / 100

Needs improvement

Two gaps to explore

Clarity and processes: a 26.8-point gap between L and E. Capacity and leadership: 20.5 points. The next step is to examine specific work situations with the teams before drawing conclusions about a cause.

SEPARATE FROM THE WEB CALCULATOR

The scores above come from the fictional diagnostic questionnaires. The web vulnerability index is not converted into performance. All scores and findings presented here are fictional.

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Findings and financial impacts

Departures, absences and friction use part of the team's capacity. The values below cover the same twelve-month period. All figures and described documents in this example are fictional. All amounts are in Canadian dollars (CAD).

Headcount and payroll	Departures
35 employees Payroll before employer costs: $2,100,000 / year Headcount and payroll records	**6 departures** All replaced • 100% Departure tracking

Absences	Friction
140 days Total for the entire team Absence tracking	**24 h / week** Team estimate To be confirmed through tracking

Annual capacity used

Category	Calculation used	Annual estimate
Turnover and replacements	6 × 100% × $60,000 × 50%	**$180,000**
Absences	140 days × 8 h × $34.6154/h	**$38,769**
Friction and inefficiency	24 h × 48 weeks × $34.6154/h	**$39,877**
Total of 3 categories	**Calculated before rounding**	**$258,646**

What if some of this capacity were recovered

5% scenario	10% scenario	15% scenario
$12,932 / year Equivalent to $1,078 / month	**$25,865 / year** Equivalent to $2,155 / month	**$38,797 / year** Equivalent to $3,233 / month

Calculation assumptions: average salary $60,000; employer costs 20%; 2,080 h/year; 8 h/day; 48 weeks/year; replacement at 50% of salary. Hourly cost: $34.6154/h. Friction excludes time already counted in absences and replacements.

These scenarios assume an equal reduction in each category. They do not predict the plan's effects: these are capacity estimates, not confirmed accounting losses or net gains. Implementation costs and foregone revenue are excluded; no return on investment is projected.

Period reviewed: November 1, 2025 to October 31, 2026. The document sources and estimates above are invented for demonstration purposes.

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30/60/90-day action plan

The fictional plan starts on November 11, 2026. It turns the three priorities into deliverables reviewed at days 30, 60 and 90. The owners and targets below are proposed for demonstration purposes.

Period	Action and owner	Verifiable deliverable
Days 1 to 30 By December 10, 2026	**Clarify roles** Operations management Review three cases of rework, then describe who does what and who decides.	Three approved responsibility sheets. Check understanding with the teams involved.
Days 31 to 60 By January 9, 2027	**Structure coordination** Team managers Test a weekly 15-minute meeting and a decision log.	Shared decision and issue register. Four meetings held and recorded.
Days 61 to 90 By February 8, 2027	**Adjust workload and measure** Leadership and managers Review priorities using workload records and the mini-pulse survey.	Indicator review, agreed adjustments and next quarter's plan.

Indicators to track

Indicator	Baseline	90-day target	Measurement and owner
Clarity and processes Employee perceptions	**35.7 / 100** (November 6, 2026)	**50 / 100** Target increase: 14.3 points	**Short day-90 questionnaire** Operations management
Collaboration Employee perceptions	**53.6 / 100** (November 6, 2026)	**65 / 100** Target increase: 11.4 points	**Short day-90 questionnaire** Managers
Aggregated friction Team estimate	**24 h/week** (Estimated baseline)	**21.6 h/week** Target reduction: 10%	**Weekly tracking** Operations management

Resources and conditions for implementation

Check friction and workload perceptions during days 1 to 15. Plan two 60-minute workshops and free up participants' time. External support costs remain to be determined. Targets are illustrative, with no promise of results.

Planned reviews: December 10, January 9 and February 8. Completing an action alone does not prove a cost reduction.

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Three ways forward

In this scenario, ABC Manufacturier has an initial roadmap. Next steps depend on its resources and the support it wants. The three options below are equally important and have no prices attached.

Immediate priority: review rework situations, then clarify responsibilities for three processes. First review planned for December 10, 2026.

01

Independent implementation

The company introduces responsibility sheets, leads coordination and tracks its indicators internally.

Suitable if leadership can appoint an owner and free up managers' time.

02

AXE90 program

Structured support over 90 days to implement actions, engage teams and measure progress.

Suitable if the company wants comprehensive, coordinated support.

03

Targeted consulting or coaching

An engagement addressing a specific need: role clarity, manager coaching or workload priorities. Remote or on site.

Suitable if the company wants to focus support on one priority.

Next step in the scenario

Proposed debrief: November 12, 2026 with senior management and Operations. No option is selected by default. The discussion would confirm priorities, available resources and, if desired, the scope of further support.

FICTIONAL EXAMPLE: no actual company was assessed. Conclusions, described sources, scores, amounts and targets only illustrate the presentation of a personalized report.