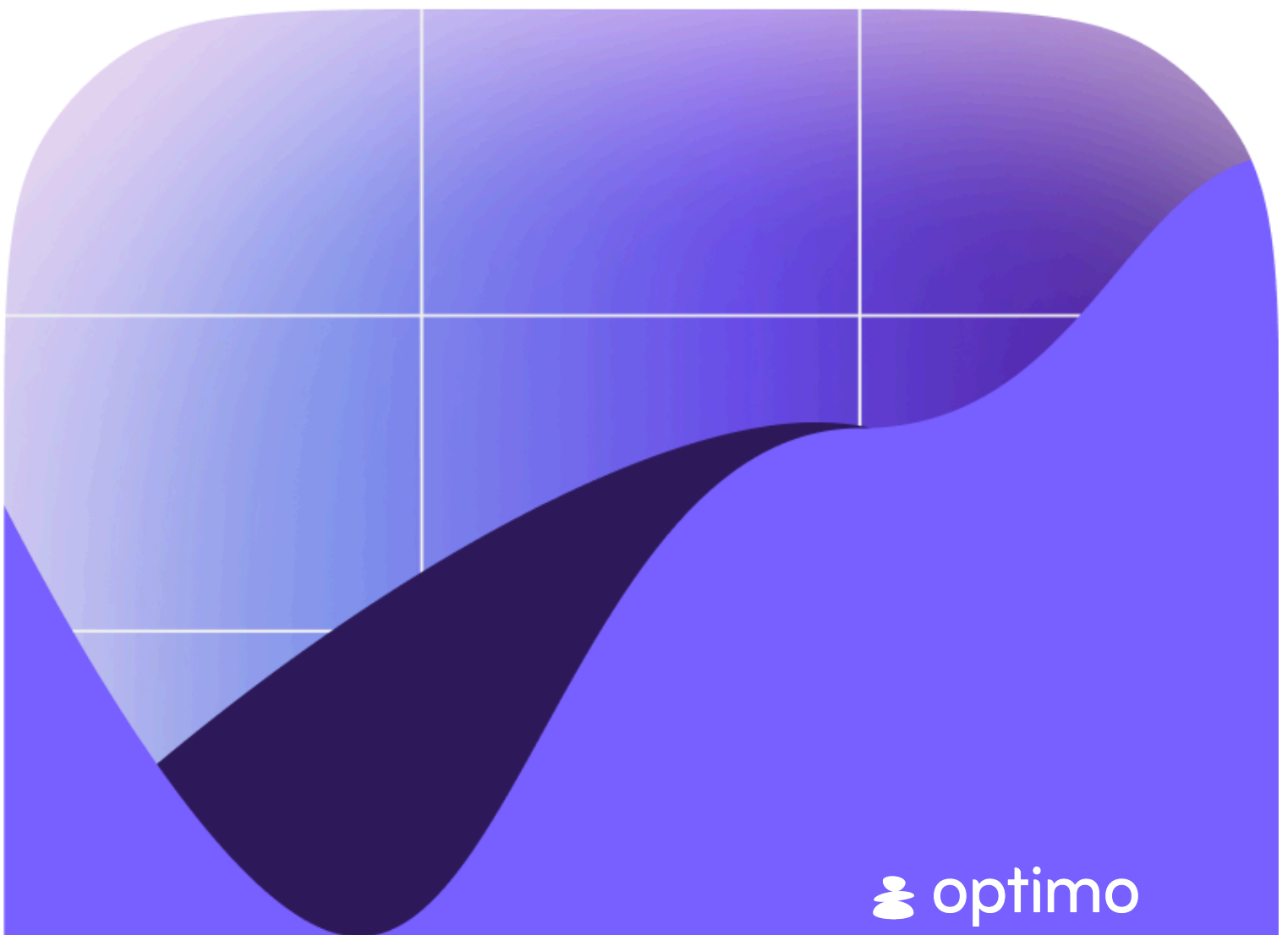


# Bridging the Culture-Performance Gap with Optimo



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# Executive summary

Culture is breaking, and it's taking performance with it.

Despite strong values and massive investment in people, companies are still losing their best talent. Managers are overextended. HR has insights but no way to act. And executive teams keep asking the same question: ***What's the ROI of all this culture work?***

At Diversio, we've spent years helping organizations measure and improve workplace inclusion. Now, we're expanding our mission with Optimo, our AI-powered people analytics software that serves as a comprehensive cultural operating system. Our new solution empowers companies to prevent regrettable attrition, enable manager performance in real time, and translate workforce data into executive-ready business cases.

This white paper introduces our **Culture Performance Gap Assessment**, a strategic diagnostic designed to show where your people systems are breaking down, and how our expanded platform can help you fix them.



# The real problem:

## Culture talk ≠ Culture action

Companies have invested heavily in values, engagement tools, and DEI programs. But when you look past the surface, a familiar pattern emerges:



### Top performers are leaving quietly

1 in 3 high-potential employees leave due to stalled growth and poor manager support

### Managers are under-supported & overwhelmed

Expected to retain talent, coach teams, & deliver performance without the leadership development tools and feedback loops to lead effectively

### HR is stuck diagnosing, not acting

Siloed data means leaders often fly blind on critical workforce risks, preventing real-time action through meaningful workforce analytics

### Your C-suite is still waiting for proof

Leadership needs answers about ROI, performance risk, & people strategy, but most HR teams are stuck explaining spreadsheets instead of actionable insights

**This is the culture-performance gap:** the distance between what companies say they want and what their systems are actually built to deliver.

# What is the Optimo approach?

Building on our expertise in inclusion measurement and AI-powered diagnostics, Optimo is a next-generation employee analytics and performance enablement platform designed to close the gap between culture and performance.

More than just a measurement tool, Optimo brings together engagement, development, manager enablement, & predictive analytics into one action-ready system.

It shows not only how employees feel but also what to do about it, combining our research-backed inclusion framework with expanded performance management capabilities.

## What You Can Expect:



# Key capabilities

Optimo platform combines advanced analytics with intuitive tools, giving leaders the visibility and actionable intelligence they need to make informed decisions about their workforce. From predictive risk alerts to manager coaching recommendations, every feature is designed to close the gap between data and action.



Once patterns are identified, leaders can take immediate action to address risks and opportunities.

## Data-driven ROI

Quantify the cost of turnover, link engagement to performance, & model retention savings with the Executive Financial Impact View.

## Manager enablement & leadership development

Equip managers with the tools, nudges, and visibility they need to coach, engage, and lead using our inclusive training and coaching platform.

## Actionable flywheel

Turn passive feedback into action using sentiment analysis, predictive churn data, and embedded, real-time recommendations.

## Integrated & scalable

Works across your tech stack with seamless HRIS integration. Designed to support lean teams and large enterprises alike.

## AI-first approach

Pinpoint flight risks, development gaps, and hidden opportunities with attrition prediction that evolves with your workforce.

# Introducing the Culture Performance Gap assessment

Optimo's Culture Performance Gap Assessment is a 15-question strategic diagnostic designed to help organizations uncover underlying issues in their culture and performance systems.

It's a readiness assessment, designed to show you exactly where to focus.



## 10 culture domains

Assess maturity across areas like leadership accountability, growth pathways, internal mobility, & psychological safety.



## Behavioral rating scale

Score each item from *Strongly Disagree* to *Strongly Agree* to generate a snapshot of organizational alignment.



## Scoring tiers

- 120–150: High alignment
- 90–119: Moderate alignment
- Below 90: Significant gaps



## Role-relevant & Industry-neutral

Designed for HR leaders, business executives, & people managers, the language avoids jargon and is applicable across sectors and org sizes.



## Insight-to-action

Every response ties directly to capabilities within the platform, ensuring a seamless transition from diagnosis to action.

# How to close the gap?

The table below shows how insights from the Culture Performance Gap Assessment align with Optimo's capabilities:

Assessment gap	What it reveals	Optimo's response
No visibility into attrition risk or engagement trends	Leaders are making people decisions in the dark	Centralized real-time dashboard + predictive alerts
Managers don't get feedback on their effectiveness	Performance stagnates	Manager Effectiveness Dashboards + 360 feedback
HiPos lack structured growth plans	High-performing talent disengages	HiPo profiles + development plans + mentorship matching
Engagement data is fragmented	No clear story to tell leadership	Integrated reporting + Executive Financial Impact View
Internal mobility is opaque	Career pathing suffers	Transparent career development features

Each gap identified by the assessment offers a concrete pathway to improvement within Optimo's suite of people analytics software tools.



# The business case : What's culture really costing you?

The cost of losing one high-potential employee can exceed **1.5x their salary**. Multiply that across departments, and you're looking at millions in preventable attrition.

Add to that the cost of disengagement, poor management, and low internal mobility, and the picture gets worse. Optimo helps you flip the equation:



## Prevent regrettable attrition

Providing staff with comprehensive training on identifying and preventing harassment, ensuring it is relevant to their roles.

## Maximize manager ROI

Creating and communicating a zero-tolerance policy for harassment, ensuring all employees understand the consequences of inappropriate behavior.

## Unleash high-performer potential

Periodically reassessing the effectiveness of policies and risk management strategies.

## Transform HR into a strategic business partner

Periodically reassessing the effectiveness of policies and risk management strategies.

# Who benefits from Optimo?

From frontline managers to board-level decision makers, each role gets exactly what they need to move culture forward.



## HR executives

Unified people data, measurable ROI, strategic insights



## High-potential employees

Structured growth pathways, recognition, mentorship



## People managers

Visibility into team health, personalized development tools

87% of millennials say career growth opportunities are very important - [Gallup](#)



## HRBP/People analytics

Integrated data, root-cause analysis, predictive insights



## CFO/CEO

Financial modeling of people risks and program returns



Culture isn't a vibe. It's a system.  
And systems either drive performance, or let it slip through  
the cracks.

Optimo's **Culture Performance Gap Assessment** helps you understand where  
misalignment is costing you performance, potential, and people.

Take 5 minutes. Get instant clarity.

[Take the Assessment](#)

# Ready to discover your culture-performance gaps?

Optimo turns signals into strategy, so you can lead with confidence, not guesswork.

Whether you're designing for scale or solving for burnout, the right data makes the difference.

## Ready when you are.

Contact us at [hello@optimoteams.com](mailto:hello@optimoteams.com)

**Contact Us**

