Flow Radar

FLOAT – The Flow Detector

In the dynamic environment of modern organizations, the success of teams no longer depends solely on skills and structures, but on **their inner coherence, emotional stability, and systemic functionality**. FLOAT provides a robust, scientifically grounded framework to evaluate whether a team is in its **optimal performance state: flow**. By analyzing functional, emotional, and social dimensions through eight intelligent sensors, FLOAT **enables leadership to make informed, actionable decisions** about team development, risk areas, and potential performance drivers.

▶ *FLOAT isn't just another team assessment tool. It is the flow detector for your organization — uncovering the invisible dynamics that make the difference between mediocrity and high performance.*

Use Case 1 Navigating Market Turbulence

Facing a **declining team morale** and **stagnating innovation** amidst intense competition, FLOAT helps to identify emotional imbalances and communication barriers. This allows leadership to **proactively address these issues**. The outcome is **renewed internal stability**, **increased innovation output, and improved market competitiveness**.

Use Case 2 Post-Merger Integration or Change Implementation

Whether a high-profile merger or just a simple change leads to **severe cultural clashes** that threaten integration or change efforts, FLOAT can be used to **diagnose significant gaps between corporate expectations and team realities**. This enables targeted interventions that **support cohesion, trust, and collaborative synergy**, ultimately resulting in a successful integration or change project.

Use Case 3 Retaining Talent

Retaining talent is much cheaper and much more effective for your organization than running through hiring processes. FLOAT helps to **pinpointed specific emotional and social dysfunctions causing employee dissatisfaction**. By addressing these flow-killers, your organization can **proactively reverse attrition trends**, **retaining key talent and safeguarding your organization's competitive advantage**.

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FLOAT Architecture

FLOAT delivers comprehensive insights into **team dynamics:** eight sensors spread across three dimensions, each precisely designed to assess different facets of team performance and cultural health. By offering multidimensional analytics, FLOAT provides managers a clear understanding of internal dynamics, facilitating targeted interventions and strategic decision-making to achieve organizational flow.

FLOAT provides a framework for understanding:

- Whether a team's power level is sufficient to achieve optimum performance
- Whether the team's dynamics allows or prevents high productivity
- Whether the team is resilient enough to maintain performance even in turbulent scenarios

Flow Radar's FLOAT module makes these dynamics measurable

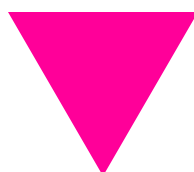## **3** Dimensions **8** Sensors

Functional Dimension
Empower Your Team
3 Sensors

Emotional Dimension
Balance Emotional Team Dynamics
1 Sensor

Social Dimension
Optimize Your Team's Social Fabric
4 Sensors

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Functional Dimension

Empower Your Team

The Functional Dimension within FLOAT ensures teams possess the necessary power to achieve ambitious goals. FLOAT evaluates the team's market impact potential, innovative capacity, and stability under pressure. Managers receive clear probability assessments, enabling proactive measures to enhance functional performance, sustain innovation, and ensure organizational stability, even in volatile conditions.

The functional dimension within FLOAT measures the probability of a team performing effectively under pressure, innovating consistently, and remaining stable in dynamic environments.

Here, three sensors work in concert to measure the probability performance of a team:

1 Footprint and Power

Assesses whether the team can execute high-impact missions and achieve meaningful market results.

2 Performance and Innovation

Evaluates the team's potential for exceptional performance and sustained innovation.

3 Stability and Viability

Measures team resilience and predicts stability in adverse conditions.

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Emotional Dimension

Balance Emotional Team Dynamics

The emotional state of a team significantly influences effectiveness, cohesion, and morale.

FLOAT's emotional dimension identifies hidden emotional challenges and motivational misalignments disrupting team flow.

By uncovering and addressing these emotional blind spots, managers can create environments where emotional coherence and employee motivation align, unlocking optimal team performance, creativity, and sustained productivity.

The emotional dimension captures the inner structure and limbic motivation of the team. It does not merely identify feelings but analyzes how emotional alignment or misalignment impacts systemic performance.

The emotional dimension sensor captures the inner structure and limbic motivation of the team:

4 Inner Team Structure

Is the inner team structure in balance when the perceived company profile and the individual profiles are compared with each other?

Layer 1: Perception of the System

- Are the team's expectations and beliefs reflected?
- Do communication and leadership behaviors provoke dysfunction?
- Does the company practice what it preaches?
- Do the actions reality confirm alignment between stated organizational values and actual behaviors?

Layer 2 (Overlay): Actual Team Profile

- Maps the emotional axes against the team's limbic motivations, identifying misalignments and dysfunctional patterns that negatively impact Flow.

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Social Dimension

Align Your Team's Social Fabric for Organizational Harmony

Effective teams rely heavily on **strong alignment** between expectations, decisions, communication, and actions. FLOAT's social dimension assesses these critical interactions, highlighting discrepancies that lead to dysfunctions and inefficiencies. Managers can leverage FLOAT's insights to ensure **organizational coherence**, robust communication practices, transparent decision-making, and actions consistently aligned with stated values, significantly enhancing **team collaboration and organizational agility**.

Systems in motion – it's all about understanding organizational interfaces and frictions. FLOAT examines whether social boundaries are coherent or conflict-prone.

Here, four sensors work in concert to measure the team's social fabric:

5 **Expectations**

Ensures corporate and individual team expectations align. Misalignment here creates stress, passive resistance, and disconnection.

6 **Decisions**

Validates transparency and alignment of decision-making processes with organizational culture. Unpredictable or unaccountable decision processes often erode trust.

7 **Communications**

Measures vitality and coherence of internal communication flows. Based on Luhmann's Theory of Social Systems, the sensor evaluates feedback loops and dialogic structures.

8 **Actions**

Confirms alignment between stated organizational values and actual behaviors. Discrepancies between words and actions are a major driver of systemic dysfunction and mistrust.

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Walk the talk

Discrepancies between words and actions drive dysfunction and mistrust.

Imagine a team deeply engaged — not because of pressure, but because they're immersed in meaningful work. Time flies, creativity flows, and teams solve complex problems with focus and energy. This is flow: a state where challenge and skill align, producing peak performance and deep satisfaction.

Now consider not to see your organization just as people, but as systems of communication. It's the structure of interactions — not just individual effort — that shapes outcomes.

Flow isn't a luxury — it's a strategic advantage. By shifting from controlling work to designing for engagement, you unlock performance from the inside out. In a world of constant change, the smartest strategy may be this: build a system where people can grow beyond — and the business will follow.

Implementation

Fast. Visual. Team-based.

FLOW RADAR was designed for agility. Team can engage with the tool in real-time or through guided reflection. No additional hardware. No complicated onboarding. Just structured insight into how flow performance feels and functions.

1 **14-Day Insight Cycle**

Short surveys and reflections across 8 sensors

2 **3D Radar Output**

Visually engaging dashboard highlighting critical zones

3 **Dialog-Ready Reports**

Designed to spark team conversation, not just analytics

4 **Quarterly Pulse Option**

Build a strategic resonance baseline over time

Conclusion

FLOAT doesn't just measure performance. It empowers it.

In times where agility, resilience, and systemic intelligence are competitive advantages, FLOAT provides an indispensable lens for leaders. It goes beyond snapshots of morale or productivity — it tells you whether your team can perform and why or why not.

Through FLOAT, organizations can:

- Prevent dysfunction in teams before it manifests
- Build emotionally intelligent teams
- Ensure coherence between strategy and social structure of teams
- Strive for real flow – the bedrock of sustainable team performance

Flow Radar | FLOAT

Empowering team performance.

Important theories and methodologies that provided the basis for the **FLOAT** algorithms:

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