

Reinvention Readiness Index

Before you start scoring the statements, please **bring-to-mind the organisation** you would like to explore. **Hold this organisation in mind** while scoring the statements.

The Organisational Eco-cycle: *Recognising the phases organisations experience over time.*

	Score the following statements in terms of your view of the Organisation's understanding of each phase <i>How strongly do you agree with the following, where 0 = Not at all and 10 = Strongly Agree</i>	SCORE
1	The organisation fully understands 'Design Thinking' and this is aligned with business reality	
2	The organisation understands it is skilled people, not processes, that create great products/services; appreciating individual and group learning is key to sustaining innovation	
3	The organisation recognises cognitively diverse teams that collaborate well, solve problems faster and are less susceptible to making flawed decisions	
4	The organisation recognises learning comes from failed initiatives understood in retrospect, encouraging a 'fail fast, learn faster' way of working	
5	The organisation ensures people are skilled and able to clearly articulate problems that need to be solved, before taking action	
6	The organisation is constantly looking out for 'Strategic Drift' and understands how the market turbulence levels impact how it needs to respond	
7	The organisation's Governance is systematically delivered with a shared passion for leadership that is not just over others, but on other's behalf.	
8	The organisation understands different operating models for 'Ordered and Unordered' systems, and what areas of the business are influenced by which system	
9	The organisation understands the implications of disruptive innovation and how mindsets play a key role in being able to harness the 'Creative Destruction' phase	
10	The organisation understands behavioural change will require different organisational structures and an update to the cultural 'norms'	
	Add all scores to calculate the SUM	
	Organisational Eco-cycle Score	

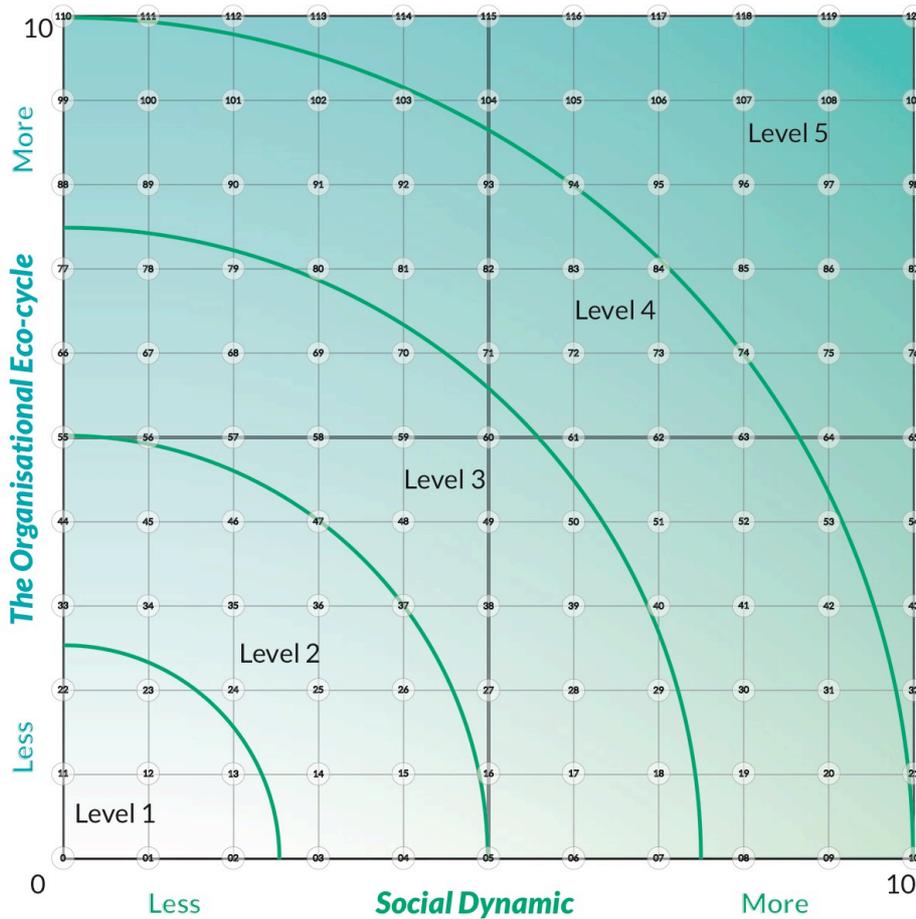
The Social Dynamic: *Creating the optimum conditions to enable change.*

	Score the following statements in terms of your experience of this organisation. <i>How strongly do you agree with the following, where 0 = Not at all and 10 = Strongly Agree</i>	SCORE
1	People openly ask questions and are invited to participate in problem-solving	
2	People actively listen and acknowledge perceptions of others	
3	Choices are offered including clarification of responsibilities	
4	Coercive controls, such as rewards and comparisons with others, are minimised	
5	Sincere, positive feedback is provided that is intuitive, factual and non-judgemental	
6	Talent is developed and knowledge shared to enhance competency and autonomy	
7	Monitoring and support is integrated at all times	
8	There is awareness and control of the amount of learning and action required (assimilation demand), holding back where necessary	
9	People actively look for conflict of interests without judgements or blame and negotiate any changes	
10	When people encounter opposition to change, they see this as an opportunity to learn, treating the objections as a form of social intelligence. They don't assume everyone is always resistant to change	
	Add all scores to calculate the SUM	
	Social Dynamic Score	

Your Reinvention Readiness Index

Calculate the average scores by dividing the **Organisational Eco-cycle** score and **Social Dynamic** score by 10 and round up.

Next, find the intersection of the average scores for the **Organisational Eco-cycle** (on the vertical axis) and **Social Dynamic** (on the horizontal axis) and mark on your plot below.



The Challenge: Changing the Order of the Day

‘The dogmas of the quiet past, are inadequate to the stormy present. The occasion is piled high with difficulty, and we must rise -- with the occasion. As our case is new, so we must think anew, and act anew.’

Abraham Lincoln, 1862