

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 | |

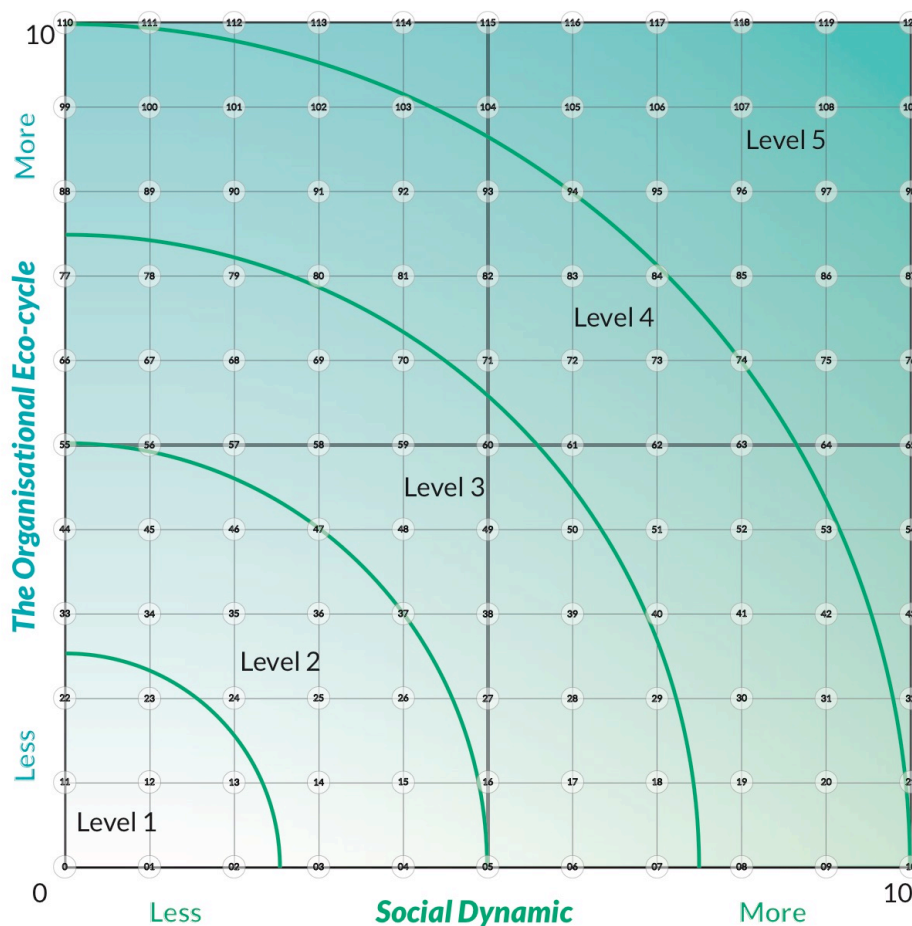
The Social Dynamic: *Creating the optimum conditions to enable change.*

| | 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