

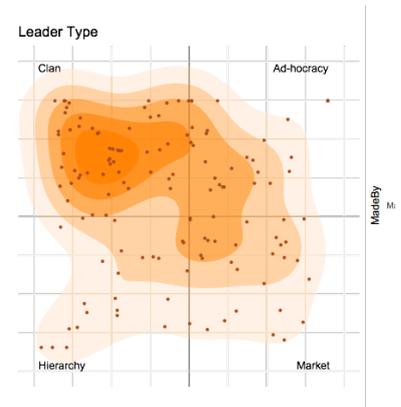
# agile42 Organizational Scan

Your organization is unique, and so are your challenges

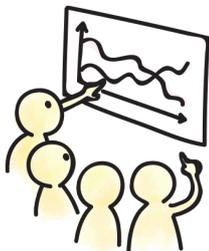
## Understand the truth about your organizational culture

Before initiating change, it is important to decide what behaviours you are trying to instil in your organization. In order to move people towards those new behaviours it is critical to understand the existing culture.

The agile42 Organizational Scan is a unique tool we have developed in partnership with Cognitive Edge, the leading research and development company in the area of understanding complex adaptive systems. It provides data on how employees interpret and feel about decisions made in the company. This data is used to effectively assess the current organizational culture. With this information, you can make informed decisions about where to begin change initiatives.



## Co-create change strategy



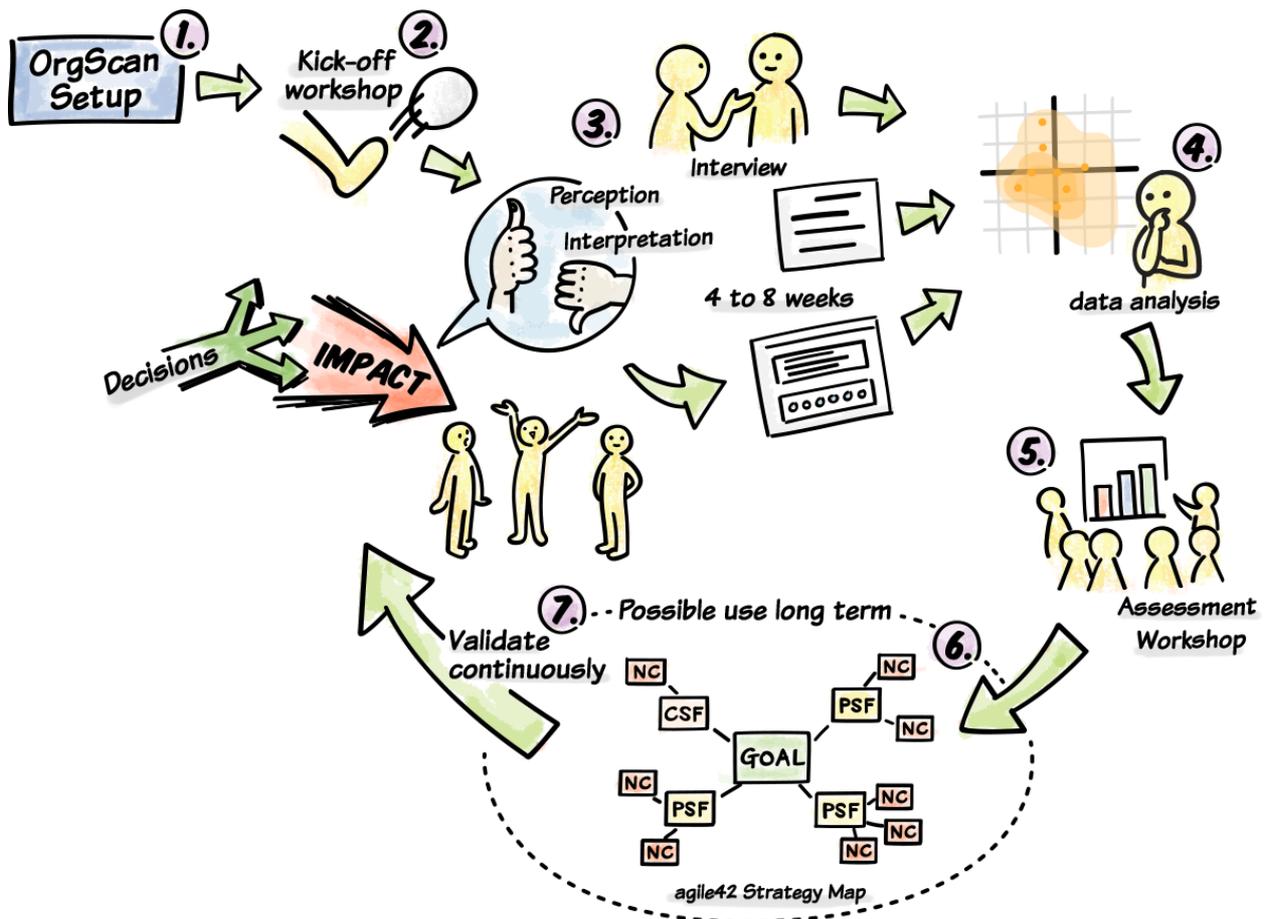
agile42 helps you to make sense of the data on organizational culture, and to create, together with us, an improvement-oriented agile structure that will move you towards your strategic business goals. In order to support your agile initiatives we use the agile42 Strategy Map, which creates a living artefact that drives and visualizes the desired change. We work alongside your people and support you on your journey.

## Track the impact of changes while they're happening

The agile42 Organizational Scan is far more powerful than a one-off cultural survey. By using it, you can easily and continuously capture information on company culture across your organization. This means that you can literally watch the impact changes or decisions have on the organizational culture in real time. This tracking enables you to amplify successful changes, or dampen down changes that have unwanted side effects.



## How does the agile42 OrgScan work?



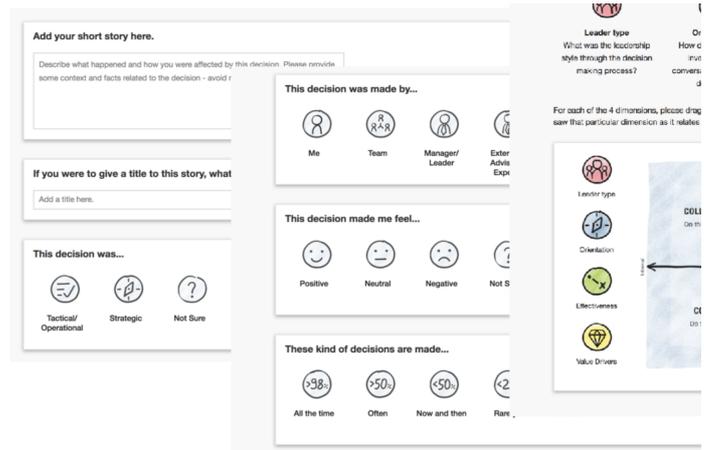
1. Adapt the a42 OrgScan to your organization (Setup)
2. Kick-off workshop to introduce and start the a42 OrgScan.
3. Employees at all levels capture stories about decisions made by themselves or others. Run multiplication workshops to support the process. Initially, it takes between 4 and 8 weeks until enough data exists to begin generating insights.
4. agile42 analyses the data.
5. We run an assessment workshop with you, present the findings, and discover priorities and the best next step. We can also design together optimal pilots, or outline your Agile journey.

### Optional: Possible use long Term:

6. Based on the cultural data, hypotheses, and interview outcomes, agile42 works together with you to co-create your agile42 Strategy Map in order to satisfy your strategic business goals, create the right pilots etc.
7. Continuing to use the a42 OrgScan will enable you to visualize the impact of a change or decision in real time.

## Capture stories easily

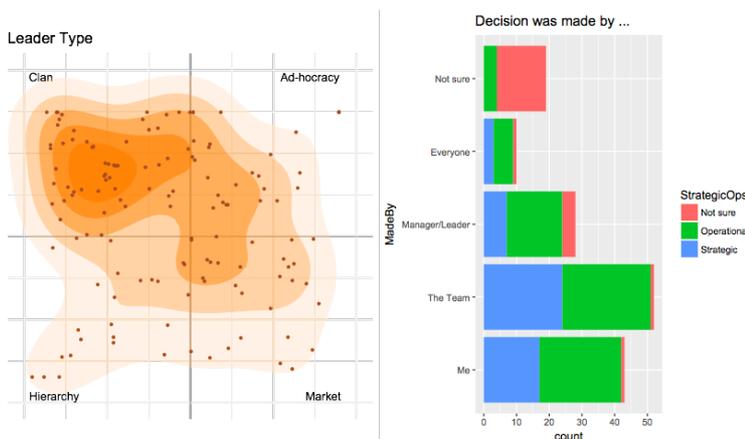
The agile42 Organizational Scan makes it easy to capture decision stories and what impact they had on you and the company. Accessible from your desktop or mobile device, the story capture tool interface is clean and intuitive.



## Make decisions based on the latest data

Culture information in the Organizational Scan is expressed using the language of the Competing Values Framework (Quinn and Rohrbaugh); a theory developed from research conducted on the major indicators of effective organizations. Some examples of culture data can be found below:

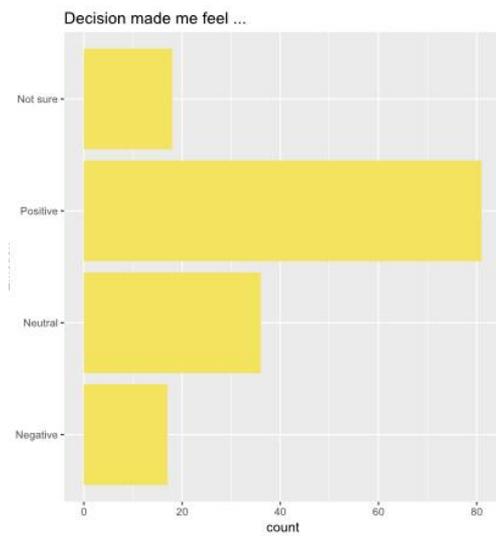
### Example: Leader Type is consistent with Agile values



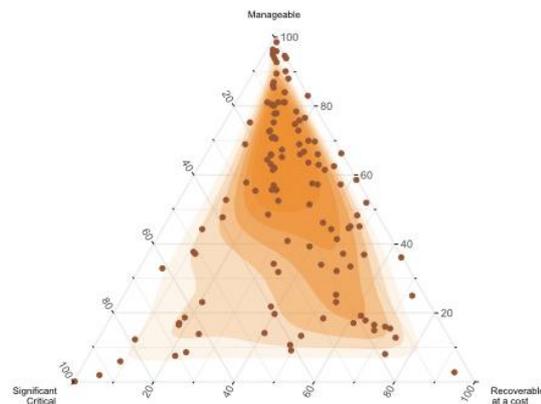
In this example, the Leader Type culture profile is highly concentrated to the Clan quadrant. This is consistent with the organization's decision-making profile, which shows that only 18% of the decisions were made by leaders or managers. Most decisions were made by consensus in a larger group or by individual contributors.

Agile company cultures typically support distributed decision-making and collaboration among peers. The company profile is already congruent with an agile culture, which is important to know when deciding on the approach for an agile transition.

**Example: Decision outcomes are positive.**



T4: Possible consequences of the decision could be...



Another example: the majority of the decisions are positive or neutral and the outcome of a bad decision typically has a low-to-medium impact. As leaders will find it easier to delegate responsibility for non-critical decisions, this sets a good foundation for distributed decision-making.

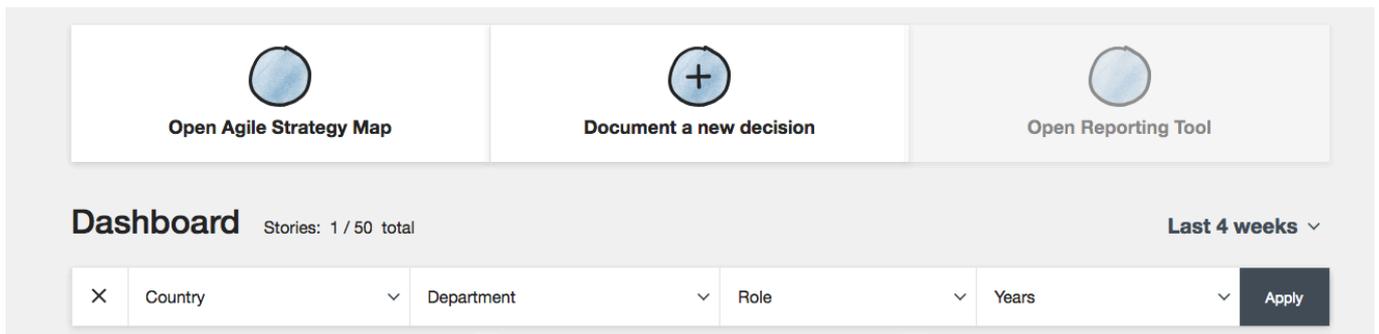
**Example: Leadership style influences the outcome**

A third example: there are strong correlations between the emotion (positive/negative) associated with the decision and some of the variables in the OrgScan survey.

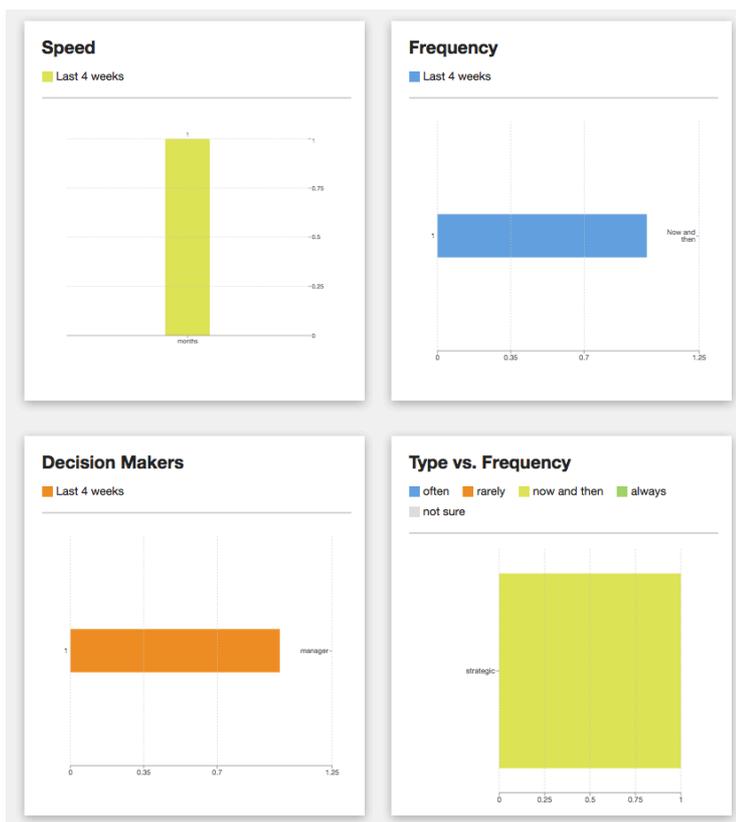


- (1) A leadership style that supports distributed decision-making correlates strongly with positive emotions. The organization identified leadership tools and methods to strengthen and others to avoid.
- (2) Problematic situations correlate with negative emotions, while familiar situations have a small correlation with positive emotions. (Critical situations have no visible impact — that's when leaders must take immediate action based on incomplete data, which naturally gives rise to varying emotions.) The company came to the insight that their decision-making processes were based on the assumption that the future is highly predictable, and did not cope well with uncertainty and complexity. They introduced new practices for handling uncertain situations.

## Example: The agile42 Organizational Scan dashboard



The dashboard allows you to filter your data according to different demographics or time intervals, observe trends over time, choose the variables that you want to highlight in the moment and compare different points in time in order to identify changes. You can also choose to see the overlap between different charts, which will reveal coherence and association between different factors.



Your dashboard also offers practical and immediate information on your decision-making process, including data such as the speed and frequency of decision-making, for all or for specific kinds of decisions. This information can be very sensitive to changes you choose to make and quickly reveal the direction in which you are moving, or act as a proxy for certain aspects of agility.

Your dashboard is fully customizable based on your needs and interests.

## Your privacy is important to us

We take data privacy and security very seriously. All contributions gathered through agile42 Organizational Scan (OrgScan) are anonymized and cannot be tracked back to employees, while generated reports only display aggregated data.

Please address any questions you have to [info@agile42.com](mailto:info@agile42.com)