**Organizational Change Diagnostic**

What is your organization’s current state? Is a change needed? Is it ready to handle (inevitable) change?

**ALIGNMENT**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Organizational Alignment** | **Yes, definitely** | **Somewhat or not sure** | **No, not at all** | **What have you tried or done?** | **For ‘non-yes’ answers,  what would help?** |
| **Philosophical Considerations** | | | | | |
| Are we operating with the same definitions? |  |  |  |  |  |
| Are different views of our work integrated? |  |  |  |  |  |
| Are different disciplines and models aligned? |  |  |  |  |  |
| **Operational Considerations** | | | | | |
| Do we take a systems approach to our work? |  |  |  |  |  |
| Do we understand how sub-systems work? |  |  |  |  |  |
| Does communication across systems and sub-systems happen effectively? |  |  |  |  |  |

**INTERVENTIONS**

| **Change Intervention** | **✓if attention is needed/would help** (if not, leave blank) | **What is the evidence that it is needed?** | **What do you expect an intervention to produce?** | **How will you proceed?** |
| --- | --- | --- | --- | --- |
| **Management Development** | | | | |
| Functions and styles – identifying and developing in individuals and as a group |  |  |  |  |
| Development of managers through training and coaching |  |  |  |  |
| Goal setting and performance appraisals |  |  |  |  |
| Team-building skills and approaches |  |  |  |  |
| Conflict management skills and help |  |  |  |  |
| **Organizational Learning** | | | | |
| Continuous learning opportunities |  |  |  |  |
| Promotion of inquiry and dialogue |  |  |  |  |
| Encouraging collaboration and team learning |  |  |  |  |
| Systems to capture and share learning |  |  |  |  |
| Empowering people to have a collective vision |  |  |  |  |
| **Work Systems (upgrades/modifications)** | | | | |
| Reporting |  |  |  |  |
| Technology |  |  |  |  |
| Finance and administration |  |  |  |  |
| Policies and procedures |  |  |  |  |
| **Organizational Structure** | | | | |
| Restructure to fit with our current strategy, size, and/or focus |  |  |  |  |
| Supportive of our desired organizational culture |  |  |  |  |
| Updated individual job design |  |  |  |  |
| Clear work flow processes |  |  |  |  |
| **Organizational Culture** | | | | |
| Shared norms and practices that support a *positive* culture |  |  |  |  |
| **Strategic Planning** | | | | |
| Clear and shared statement of our desired future |  |  |  |  |
| Clear and shared defined goals and steps to achieve the future |  |  |  |  |