

QUESTIONNAIRE

HOW RESILIENT IS YOUR ORGANISATION?

CIRCLE NUMBER WHERE 1=DEFINITELY NO AND 10 =DEFINITELY YES

Leadership	
Is there an <i>appropriate</i> balance between Leadership and Management in your organisation?	1 2 3 4 5 6 7 8 9 10
Do the Leaders in your organisation role-model the vision and values they propose?	1 2 3 4 5 6 7 8 9 10
Are Leaders at all levels of your organisation recognised and provided a career path?	1 2 3 4 5 6 7 8 9 10
Empowerment	
Does your organisation use self-managing teams or encourage self-management?	1 2 3 4 5 6 7 8 9 10
Are the systems and structures in your organisation responsive and flexible?	1 2 3 4 5 6 7 8 9 10
Are rewards and incentives congruent with strategy and goals of the organisation?	1 2 3 4 5 6 7 8 9 10
Vision and values	
Does the organisation have a clear, shared Vision that is used as a measure of behaviours?	1 2 3 4 5 6 7 8 9 10
Does the Leadership in your organisation communicate about an inspiring and compelling Vision?	1 2 3 4 5 6 7 8 9 10
Are the organisations Vision and Core Values widely understood and acted upon?	1 2 3 4 5 6 7 8 9 10
Ritualised Innovation	
Are new ideas from all levels encouraged, supported and tested?	1 2 3 4 5 6 7 8 9 10
Are there systems in place to capture new ideas throughout the organisation?	1 2 3 4 5 6 7 8 9 10
Are failed ideas quickly disposed of without fear or punishment?	1 2 3 4 5 6 7 8 9 10
Robust systems	
Are your organisation's systems capturing what matters most?	1 2 3 4 5 6 7 8 9 10
Are your systems flexible and easily changed?	1 2 3 4 5 6 7 8 9 10
Is there a process of monitoring and reviewing relevance of systems and procedures?	1 2 3 4 5 6 7 8 9 10

THE RESILIENCE OF YOUR ORGANISATION

THE NEXT STEPS

From the qualitative analysis of the 5 characteristics of organisational resilience, identify the characteristics that your organisation is weak at:-

For each weak area, identify the aspect at which your organisation is weak eg is it the balance of leadership to management that is weak in the area of leadership?

Identify the potential effects of each weak area over the next 5, 7, 10 years if it is not attended to:-

Identify “change agents” that are required to discuss the need to change in those areas eg individuals, teams, real crisis:-