

# Capability Assessment Responsive Organizations

## Assessment tool

25-Sep-2018

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Creating organisations where people want to show up

# A guide to how to get going

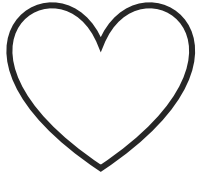
## Use the assessment tool with these steps:

1. Print this document and cut out the ten capabilities for responsive organizations
2. Gather a small group of people from different teams and departments
3. Take one question at a time and rate each capability
4. Have a discussion about why you rate as you do
5. Have a discussion about how you see the capabilities useful for your organization
6. Generate ideas about how to make interventions and experiments that can move you towards the capabilities.

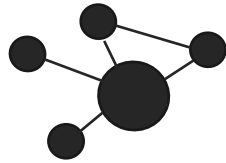
## Questions to ask during the session:

- Which capabilities are most important to you at the moment?
- Which capabilities can you do something about right now?
- Which capabilities would add the highest business value for the whole organization?
- Which capabilities are easier to implement than others?
- Which capabilities will have a high impact on your organization now?
- Which capabilities should you prioritize first?

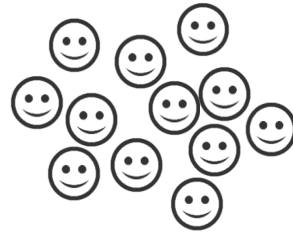
# Ten characteristics of responsive organizations



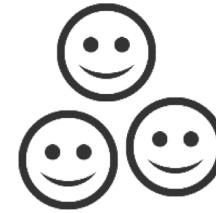
Purpose and  
meaningfulness



Relationships  
beat skills



Larger  
line teams



Smaller  
project teams



Everyone is a  
leader

Followership  
supports  
leadership



Step down  
from the  
Ivory Tower



Listen,  
then decide



Intense  
sprints



Not more,  
but better



Important now



Important later

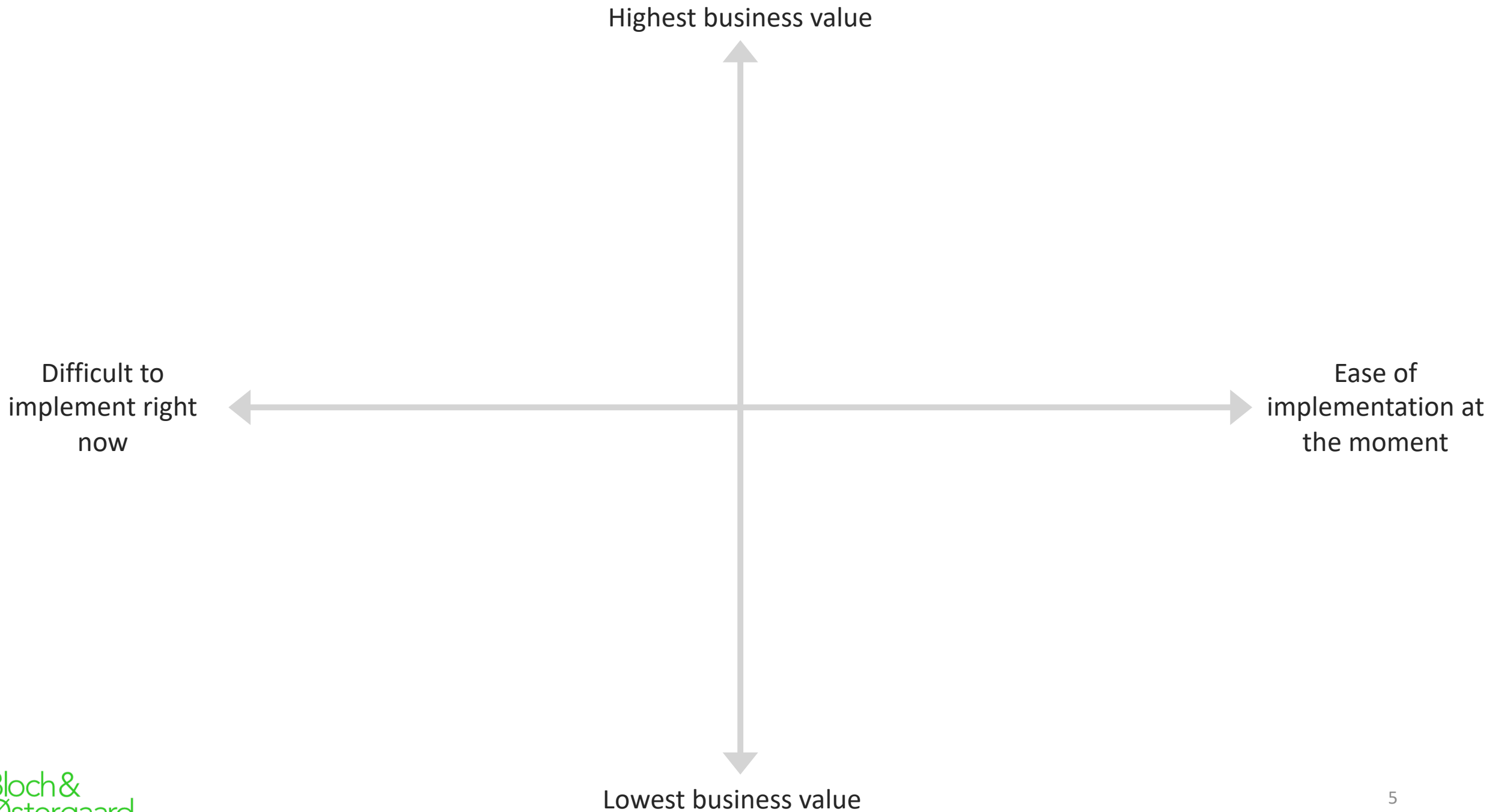


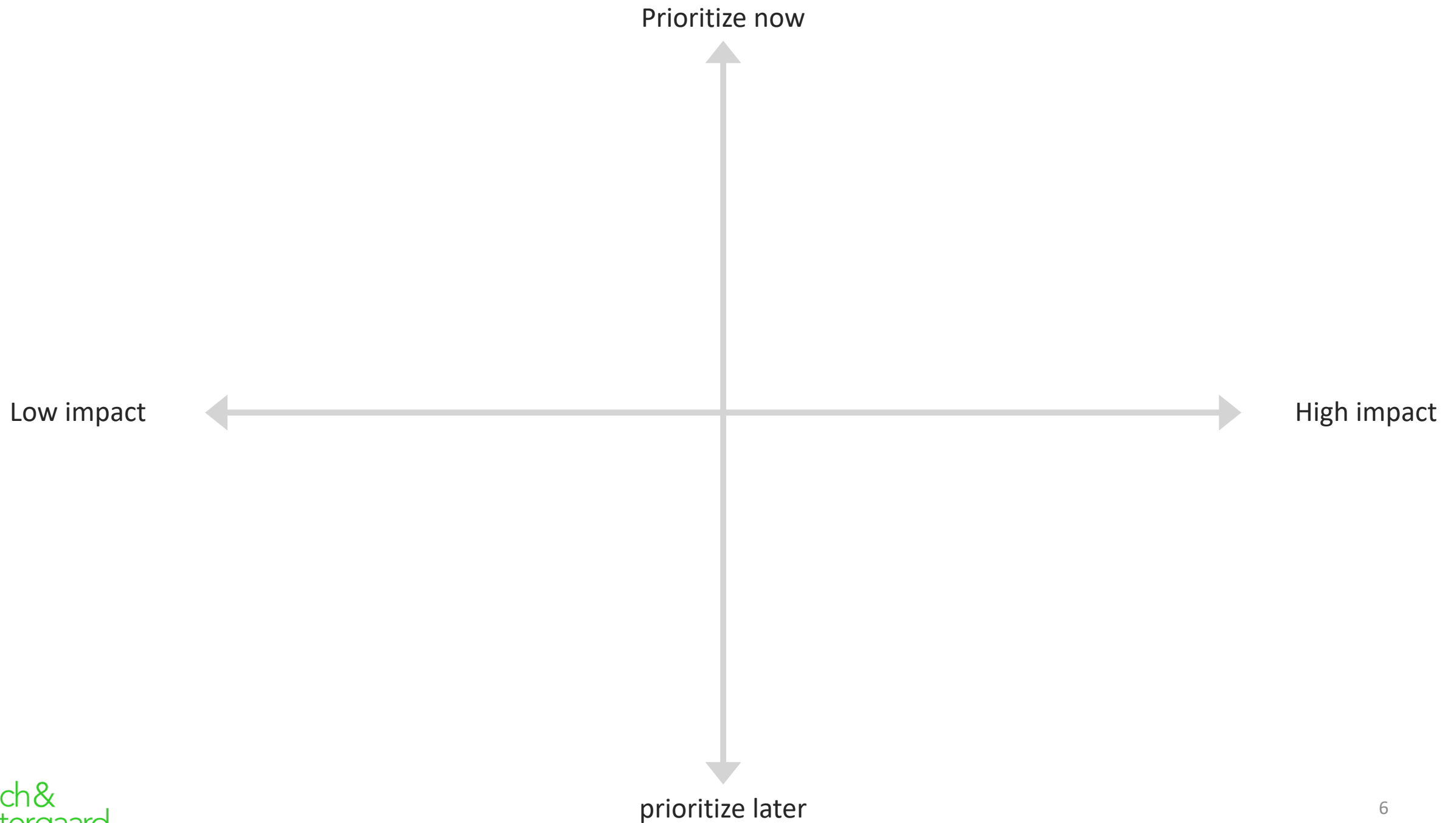
Can do something  
about later



Can do something  
about now







# Bloch&Østergaard

Going to work has to be nice, great, and awesome!