

Business Readiness Evaluation

Is your organisation ready for values?

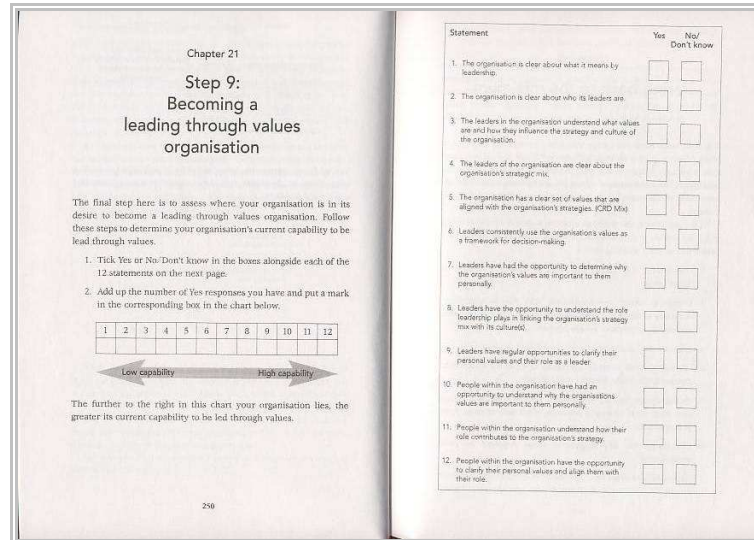
Please feel free to print this document
and complete it for your own evaluation

VALUES
ATWORK

CORPORATE ANTHROPOLOGISTS

Evaluation Processes

Values AT Work have developed three evaluation processes to enable you to make more informed decisions about how 'ready' your organisation is for working with values and how far along the pathway your organisation is to becoming a leading through values organisation.



1. Leading Through Values Evaluation

If you are already working with values, this evaluation will give you an indication of where your organisation is up to in becoming a leading through values organisation.

The evaluation methodology is available in Values AT Work's new book *Leading through Values* (pages 250 and 251).

2. Business Readiness Evaluation

If you are thinking of working with values, start with this evaluation on pages 3 - 5 of this booklet.

3. MBI to LTV Evaluation

If you are interested in finding the MBI, MBO, LTV mix* of your organisation/division/department, the evaluation on page 6 of this booklet will help.

**Leading through Values, Chapter 3*

Contact your values consultant for support in working with these evaluation tools and to discuss outcomes and actions.

Business Readiness Evaluation

Prior to undertaking any values work it is recommended that you check the readiness of your organisation to effectively integrate any values work being considered.

Clarifying the following areas is a key place to start.

Why do we want to work with values?

What changes/modifications/developments do we want to experience as a result of working with values?

How will we know when we have realised the changes/modifications/developments we want?

Some reasons for working with values

Increase employee engagement, morale, satisfaction, performance

Understand internal cultural differences

Align company culture with customer strategies

Deliberately create and align company culture and business strategies

Business Readiness Evaluation

Which of our business strategies will be supported by this values work?

Where does this values work 'sit' in the strategic priorities of the business?

Whose support and commitment is critical to the integration of the values work being considered? And do/will we have that support/commitment?

Are we prepared to commit the required resources? (Time, energy, money, self...)

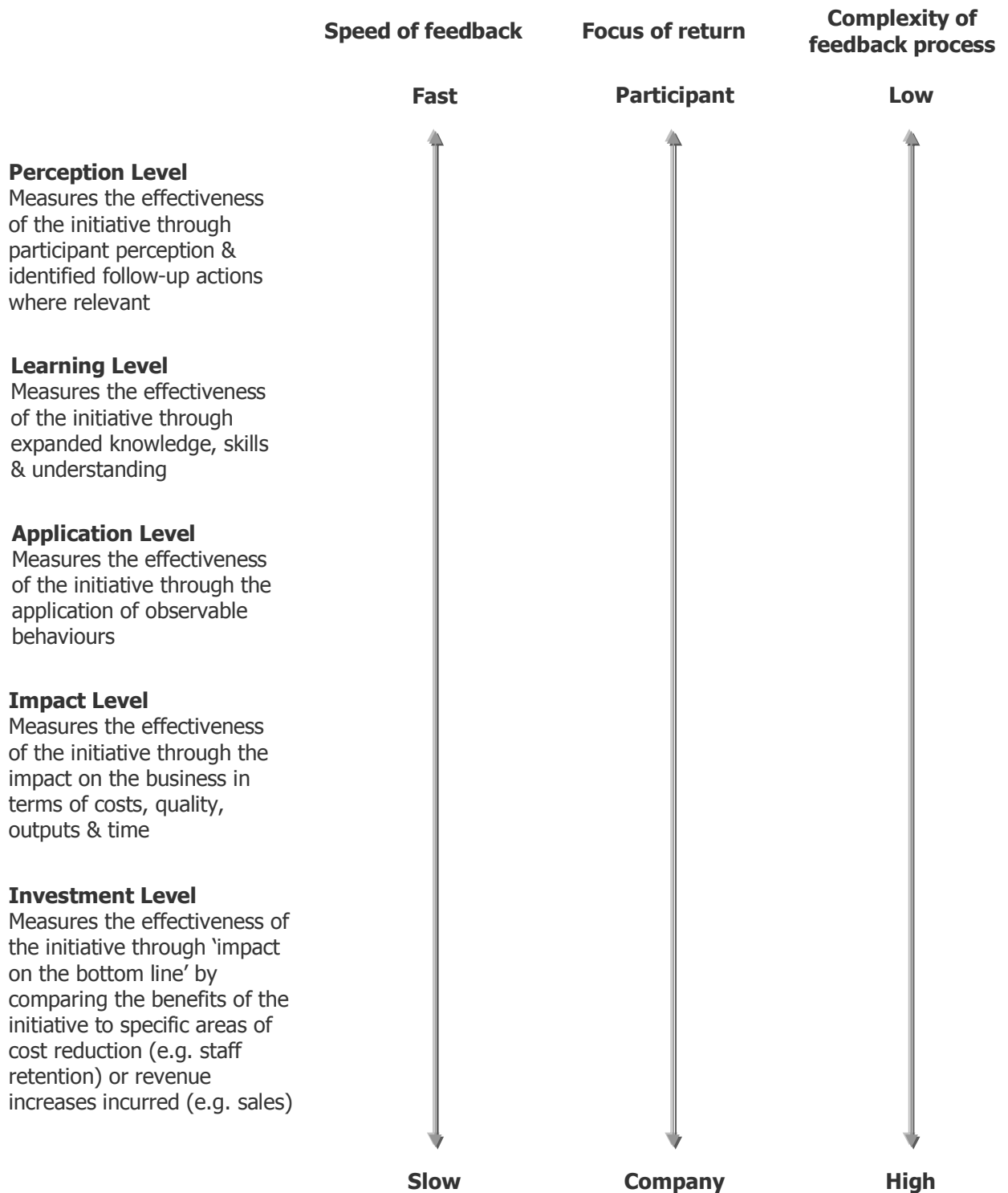
Am I committed to making this work? (tick one)

YES

NO

Business Readiness Evaluation

What measures do we want to have in place to evaluate effectiveness of the values work we initiate?



Adapted from information from Deloitte Human Capital

MBI, MBO, LTV Mix Evaluation

Instructions

- Thinking of your organisation/ division/department, rate each statement
- On the next page, add up your totals for Low to Moderate, Moderate to Medium and Medium to High and mark total numbers for each on the grid

SAMPLE

Overall level of complexity faced by people within the organisation

Low to Moderate	Moderate to Medium	Medium to High
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(A red checkmark is placed in the 'Medium to High' column of the sample grid.)

1. Amount of collaboration expected of people within the business

Low to Moderate	Moderate to Medium	Medium to High
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7. Regularity of change facing people within the organisation

Low to Moderate	Moderate to Medium	Medium to High
-----------------	--------------------	----------------

2. The organisation's preference for people to be capable of operating with autonomy and self-responsibility

Low to Moderate	Moderate to Medium	Medium to High
-----------------	--------------------	----------------

8. The organisation's preference for a 'flat' organisational structure

Low to Moderate	Moderate to Medium	Medium to High
-----------------	--------------------	----------------

3. The organisation's preference for people to be capable of working with ambiguity

Low to Moderate	Moderate to Medium	Medium to High
-----------------	--------------------	----------------

9. Amount of self control as opposed to centralised control preferred within the business

Low to Moderate	Moderate to Medium	Medium to High
-----------------	--------------------	----------------

4. Amount of alternative supplier choice open to customers for your product/service

Low to Moderate	Moderate to Medium	Medium to High
-----------------	--------------------	----------------

10. The organisation's preference for people to experience a sense of personal fulfilment from their

Low to Moderate	Moderate to Medium	Medium to High
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5. The organisation's preference for leaders to be thinking and operating strategically

Low to Moderate	Moderate to Medium	Medium to High
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11. The organisation's preference for people to be self motivated

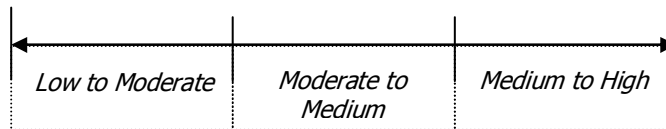
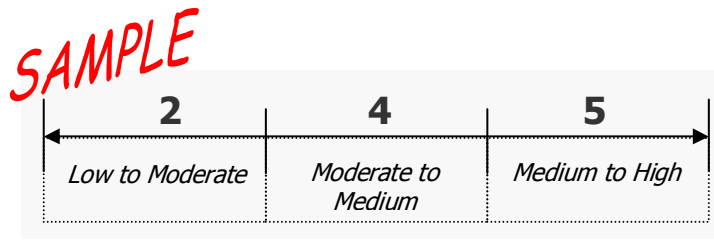
Low to Moderate	Moderate to Medium	Medium to High
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6. Overall level of complexity faced by people within the organisation

Low to Moderate	Moderate to Medium	Medium to High
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MBI, MBO, LTV Mix Evaluation

Scoring Grid



To work out your MBI, MBO, LTV mix, mark your low to moderate score in the MBI box below, your moderate to medium score in the MBO box and your Medium to High in the LTV box.

MBI

A rectangular box with a grid pattern on the top and left sides, intended for entering a score.

MBO

A rectangular box with a grid pattern on the top and left sides, intended for entering a score.

LTV

A rectangular box with a grid pattern on the top and left sides, intended for entering a score.

You can now explore, through discussion, the connotations of this mix on the cultures and strategies you want for your organisation.