

# Levels of ORGANISATIONAL DEVELOPMENT

## Indicators of ORGANISATIONAL CULTURE

Is your organisation....	<b>O</b> <b>CD.</b> <small>ORGANISATIONAL DEVELOPMENT</small> <small>leadership   culture   accountability</small> <small>www.cdconsulting.com.au</small>	<b>Purpose, Strategy &amp; Results</b>	<b>Adaptive Leadership</b>	<b>Well-Being &amp; Engagement</b>	<b>Collaboration &amp; Autonomy</b>	<b>Trust</b>	<b>Integrating Change Successfully</b>	<b>Growth Mindset</b>
	Transforming	Organisational purpose is clear and compelling	Leaders accurately assess and respond to complex situations	Job and career satisfaction is very high	Team Members think / act independently and responsibly	Complete honesty and transparency exist	New ideas are quickly adopted or discontinued inappropriate, if appropriate	Strong commitment to reflection and learning across the Team
	Thriving	Individual and Team goals are aligned with Strategic Goals	Emotionally competent Leaders drive strategy, performance and accountability	Team Members feel valued and respected	Team Members are happy to work across functions	It is safe to challenge and question	Routine change is managed well Decision-making is data-driven	Learning is corporately driven and/or coached for
	Secure	Work is driven by targets and KPIs	Leaders listen but don't always act on feedback	Team Members feel pressured when targets aren't met	Entrenched functional silos exist	Team Members' behaviours are divisive	Continuous improvement projects are conducted	Skills developed for the current job
	Stabilising	Organisational purpose and goals aren't aligned	Leaders are authoritative	Heads are down, Team Members are "busy"	Team Members' effort accords with job descriptions	Team Members don't feel heard	"If it's not broken...don't fix it"	PD is process-driven but budget doesn't extend far
	Surviving	Change and priorities are chaotic	Leaders are very reactive	Team Members feel disengaged	Team Members are working in crisis mode	Little trust exists among the Team	Change is chaotic and uncoordinated	Mistakes are blamed and buried, not learnt from