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STRATEGIC THINKING TIMES

"THE SYSTEMS THINKING APPROACH"

VOLUME 2, EDITION 2

February, 2006

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"When the drumbeat changes, the dance changes."

-Hausa People

WHAT'S YOUR ORGANIZATIONAL CAPACITY?

(for Enterprise-Wide Change™)

This instrument is grounded in the Centre's Systems Thinking Approach™ to Enterprise-Wide Change™. It is Strategic Thinking about the capacity you need to build and sustain an Enterprise-Wide Change™ effort. The key to Enterprise-Wide Change™ is to have a systemic approach to building your capacity for systemic change—the only large-scale change approach that works.

Instructions:

Answer these questions as to how integrated each element is in your total "system of managing your organization strategically?" Write in the number that applies. **No = 1, A Little = 2, Some = 3, Mostly = 4, Yes = 5**

I. Demonstrated Long-Term Commitment:

To Culture Change by the Collective Leadership Team and all others

- 1. CEO
- 2. Senior Management
- 3. Board of Directors
- 4. Collective Management
- 5. All Employees

II. Effective Change Progresses:

To Facilitate a successful Enterprise-Wide Change process

- 6. Parallel Involvement Process
- 7. Rollercoaster of Change Process
- 8. Wave after Wave of Change Process
- 9. HR Best People Policies and Practices
- 10. Strategic Communications Processes

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to print the full 25 Questions of the Proven Best Practices of our
What's Your Organizational Capacity? (for Enterprise-Wide Change™)

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