



**"We often think about what we think,
but we seldom think about how we think."**

-Unknown

"I think, therefore, I am."

-Rene Descartes

STRATEGIC AND SYSTEMS THINKING ASSESSMENT

PART ONE OF THREE

What level of improvement does your organization need in the following areas? Write in the number that applies.
None = 1, Low = 2, Average = 3, Important = 4, Critical = 5

I. Systems Thinking Basics

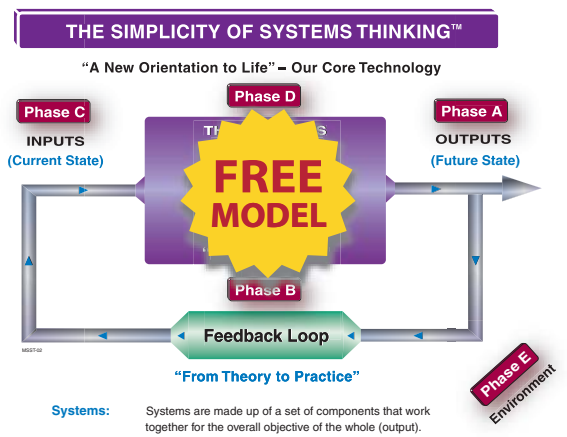
- ___ 1. Need to better understand and apply the 12 natural systems thinking characteristics as practices/organizational dynamics to our work on a daily basis.
- ___ 2. Need to better understand and apply the language and principles of organizations as open, living systems.
- ___ 3. Need to better understand the KEY *Systems Questions* and how to use them. (Especially Question 1: What are our desired outcomes?)
- ___ 4. Relationships - Need for the organization to better achieve the fit, integration and relationships of parts/departments of the organization to support the whole vision (i.e., interdependence).
- ___ 5. Need for more systematic problem solving and decision making methods/skills to solve business/customer issues.

II. Six Levels of Organizations As Systems

- ___ 6. Need to roll Strategic Planning down throughout the organization and tie it in specifically to a "strategic consistency/operational flexibility" way of building operational plans and budgets.
- ___ 7. Need the Strategic Plan tied to performance and rewards systems.
- ___ 8. Need a Systems Approach to a Leadership Development System for all management levels.
- ___ 9. Need to identify and develop the Six Natural Leadership Competency Levels for the collective management team.
- ___ 10. Need Succession Planning tied with Individual Leadership Development Plans (ILDLP), starting with senior management.
- ___ 11. Need to Create a Systems Approach to management's People/HR Practices as a competitive business advantage.

Better team effectiveness needed for:

- ___ 12. Senior management team
- ___ 13. Department management teams
- ___ 14. Cross-functional teams
- ___ 15. External alliances/partnerships

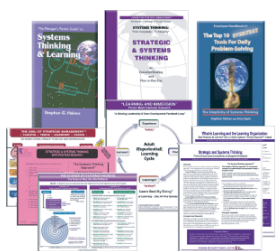


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