

Organisational Development Needs Assessor

**ROLES AND RELATIONSHIPS
TASK AND CULTURE**



ODNA

Human Noetics in Action



Organisational Development Needs Assessment

Produced
by

Kinematic Pty. Ltd.
Sydenham Ave
Manifold heights
Victoria 3218
AUSTRALIA

tel / fax : (+ 61 3) 5222 7578

E-mail : leigh@kinematic.com.au

Internet : <http://www.kinematic.com.au>

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This section helps you identify and understand behavioural indicators requiring attention. Answer the questions in each section then score your position on the BEHAVIOURAL INDICATORS graph.

The Performance Excellence Scorecard **Page 8**

This section helps you identify and understand behavioural indicators requiring attention. Answer the questions in each section then score your position on the PERFORMANCE EXCELLENCE graph.



Behavioural Indicators - ROLES

| Task Indicators for intervention | Scoring System by Observation and Recall | | | |
|---|--|-------------|-------------------|--------------|
| | Never | Rare | Infrequent | Often |
| Confusion about duties | | | | |
| Unsure timeframes | | | | |
| Inconsistent approaches | | | | |
| Measurables vague or non-existent | | | | |
| Chronic poor performance* | | | | |
| Regularly seeking/needing direction* | | | | |
| Poor skill transfer* | | | | |
| Point Score per item | 0 | 1 | 2 | 3 |
| Score (multiply ticks by point score per item) | | | | |
| Total (the sum of all the above scores) | NOTE : A Low Total score is between 0 and 7 A High total score is between 14 and 21 | | | |

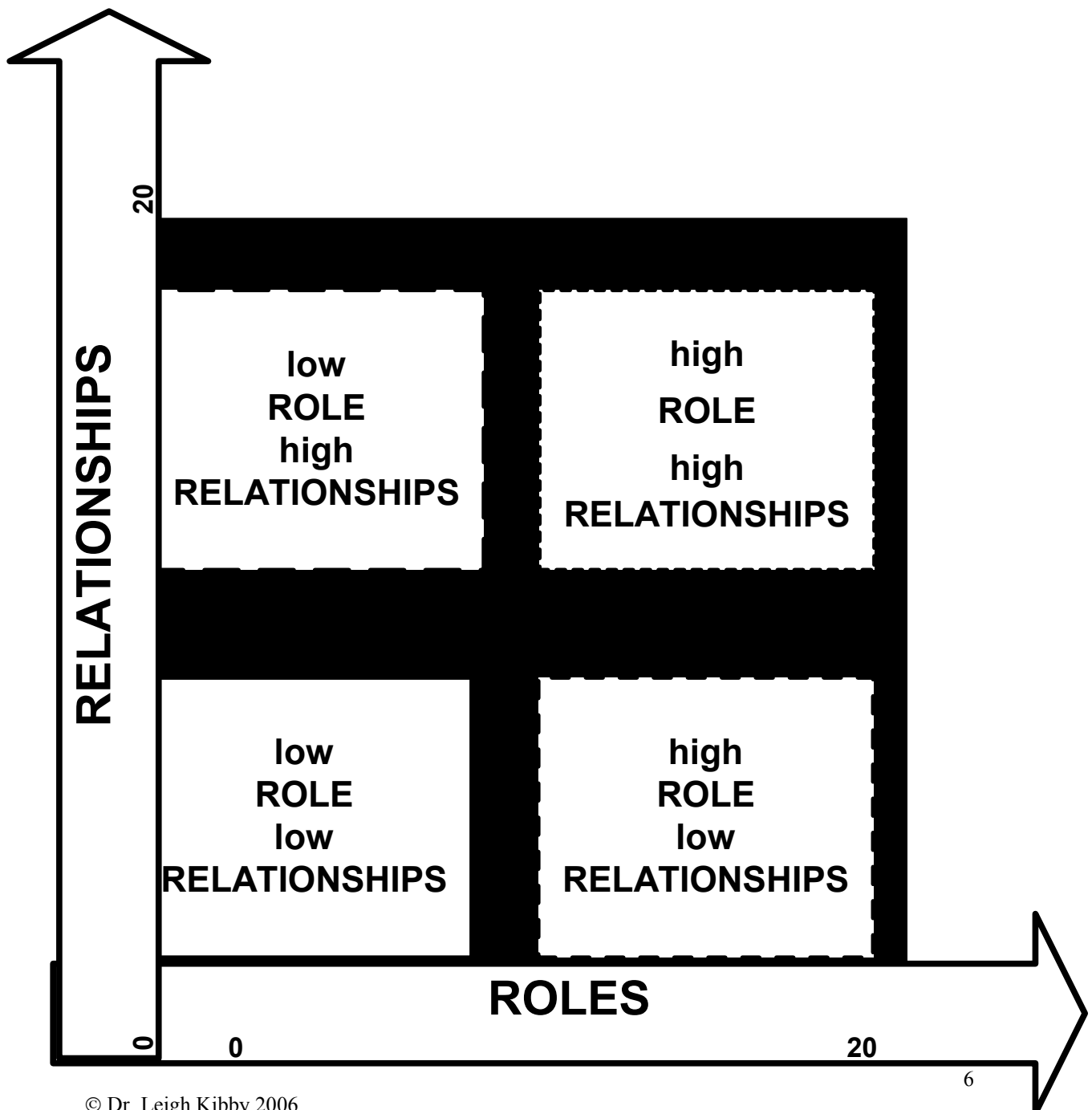


Behavioural Indicators - RELATIONSHIPS

| Culture Indicators for intervention | Scoring System by Observation and Recall | | | |
|---|---|-------------|-------------------|--------------|
| | Never | Rare | Infrequent | Often |
| Cynicism | | | | |
| Low desire for feedback or resistant to feedback (all directions) | | | | |
| Tardiness – arrival and deadlines | | | | |
| Withdrawal or disruptiveness | | | | |
| “Silo” mentality | | | | |
| Labelling of teams or individuals | | | | |
| Excellence is a four letter word | | | | |
| Low desire for STRETCH or Development | | | | |
| Low job satisfaction* | | | | |
| Poor accuracy / Low quality* | | | | |
| Point Score per item | 0 | 1 | 2 | 3 |
| Score (multiply ticks by point score per item) | | | | |
| Total (the sum of all the above scores) | NOTE : A Low Total score is between 0 and 10 A High total score is between 20 and 30 | | | |



Now, plot your results on the Behavioural Indicators Graph Below the results point to the themes you need to address in making changes.





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NOW, Go to the ACTION Focus Scoring system to determine where your team fits in relation to being a Peak Performing and Satisfying team to work in.



TASK Score

| Statement | 1 Strongly Agree | 2 Agree | 3 You neither agree nor disagree | 4 Disagree | 5 Strongly Disagree |
|---|-----------------------------|--------------------|---|-----------------------|--------------------------------|
| The team would say it has a vision | | | | | |
| Our team goals reflect the vision | | | | | |
| Everybody has a Position Description that they know and agree with | | | | | |
| Performance indicators are specific and measurable | | | | | |
| We provide specific, behavioural feedback at all levels | | | | | |
| Performance indicators foster teamwork | | | | | |
| We provide specific, behavioural feedback to one another | | | | | |
| We are held accountable for teamwork | | | | | |
| Team members could state the team goal | | | | | |
| We hold ourselves accountable for teamwork | | | | | |
| Team members have project and task management skills and/or systems known to all which are consistent | | | | | |
| Total Number of ticks in each column | x2 = | x 1 = | | x 1 = | x 2 = |

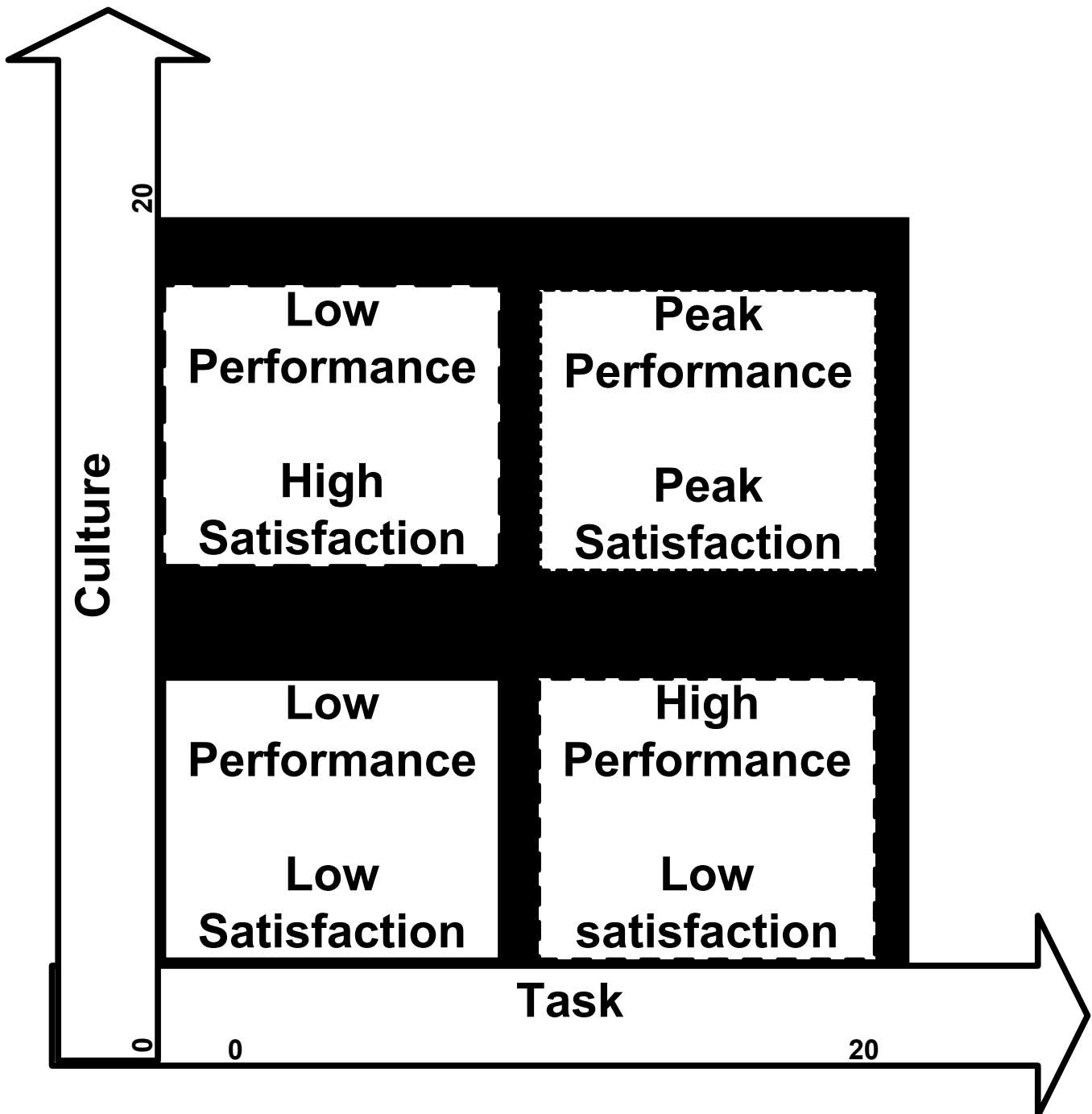
Score : _____ (Total of first two columns) SUBTRACT _____ (Total of last two columns) =

**CULTURE Score**

| Statement | 1 Strongly Agree | 2 Agree | 3 You neither agree nor disagree | 4 Disagree | 5 Strongly Disagree |
|--|----------------------------|-------------------|--|----------------------|-------------------------------|
| In giving feedback, we talk about behaviours not people | | | | | |
| We share common values and beliefs related to our teams vision and goals | | | | | |
| Our staff share common values and beliefs related to our teams vision and goals | | | | | |
| We have a culture that assists the achievement of performance goals | | | | | |
| Those responsible for others understand and practice leadership skills (note: leadership, not task management) | | | | | |
| Team members have career plans that help them achieve the future they want | | | | | |
| As a team we celebrate birthdays and special events | | | | | |
| Our approaches build emotionally intelligent leadership/management capabilities | | | | | |
| All team successes are noted by a formal activity | | | | | |
| We coach people for skills development | | | | | |
| We are rewarded according to our culture as well as performance | | | | | |
| Total Number of ticks in each column | x2 = | x 1 = | | x 1 = | x 2 = |

Score : _____ (Total of first two columns) SUBTRACT _____ (Total of last two columns) =

Performance Excellence Model



WHAT TO DO NOW????

Look at the Organisational Change model at the Kinematic site for guidance and consider getting professional help. Best