Leaders are rewarded for micromanaging projects
Organizational Politics

Leaders actively listen to all parts of the organisation
Organizational Politics

Our organizational structure feels more hierarchical than flat
Organizational Politics

We feel comfortable deciding with only 70% of information
Organizational Politics

Individual efforts, contributions, and ideas are recognized by management
Organizational Politics

Influence and decisions are directly related to responsibilities
Organizational Politics

Decision-making is often delayed due to bureaucratic hurdles
Organizational Politics

Decision-making processes are transparent and well understood by everyone
Organizational Politics

Decision-making power is connected to expertise rather than seniority
Organizational Politics

Only top management gets to decide what we do
Organizational Politics

Knowledge sharing is a common practice in our organisation
Organizational Politics

Power is distributed by personal favourites
Organizational Politics

Power is only exercised through the organizational structure
Organizational Politics

People follow others based on respect and reputation
Organizational Politics

People follow others based on fears
Organizational Politics

{ customised }
Organizational Politics

Statement
Organizational Politics

Statement
Organizational Politics

Statement
Organizational Politics

Statement
Organizational Politics

Statement
Organizational Politics

Statement
Organizational Politics

Statement
Organizational Politics

Statement
Organizational Politics

Statement
Organizational Politics

Statement
Organizational Politics

Statement
Organizational Politics

Statement
Organizational Politics

We talk openly about mistakes
Organizational Culture

We regularly invest in training and development of our staff
Organizational Culture

Success is measured as a team. Therefore individual performance is valued as a team effort
Organizational Culture

Our core values align with our daily actions and decision making
Organizational Culture

Some beliefs within our organization limit our ability to innovate
Organizational Culture

We embrace a culture that fosters change and innovation
Organizational Culture

Our incentive structures promote collaboration over short-term gains
Organizational Culture

Unspoken rules cause resistance to new ideas
Organizational Culture

Our communication patterns support open dialogues
Organizational Culture

We regularly celebrate achievements and learn from failures
Organizational Culture

Our current work culture is perfectly suited to overcome challenges
Organizational Culture

Our leaders regularly seek feedback from employees at all levels and incorporate it
Organizational Culture

We feel safe to voice dissenting personal opinions
Organizational Culture

There are problems we all know about but we lack the time to discuss
Organizational Culture

We frequently engage in team-building activities
Organizational Culture

The organisation values and rewards employee engagements/loyalty
Organizational Culture

We have a clear and compelling mission
Organizational Culture

There is a strong sense of accountability at all levels
Organizational Culture

Our organization is not in shape due to a yet to always done 'it this way' mindset
Organizational Culture

We are effective in attracting and retaining top talents
Organizational Culture

Our approach to sustainability and social responsibility is genuine and impactful
Organizational Culture

Our onboarding process effectively integrates new hires into the company culture
Organizational Culture

Employees feel empowered to take initiative. New ideas are often met with curiosity and support from our leaders
Organizational Culture

Our routines and rituals support a culture of adaptability
Organizational Culture

Statement
Organizational Culture

Statement
Organizational Culture

Statement
Organizational Culture

Statement
Organizational Culture

Statement
Organizational Culture

Statement
Organizational Culture

Statement
Organizational Culture

Statement
Organizational Culture

Workspaces support knowledge sharing in formal and informal ways
Organizational Operations

Only decisions relevant to my specific projects are communicated to me
Organizational Operations

Finding expertise outside the project team or organizational unit is easy and successful
Organizational Operations

Cross-functional collaboration is enhanced by our organizational set-up
Organizational Operations

Cross-departmental collaboration is common and effective
Organizational Operations

Our current process architecture enables quick adaptation to changes in markets or industry
Organizational Operations

Our organizational design creates silos
Organizational Operations

Teams operate in silos, often with little interaction with other departments
Organizational Operations

Our roles and teams are designed to be cross-functional and collaborative
Organizational Operations

We have regular cross-functional meetings and projects
Organizational Operations

We incorporate customer feedback to drive our innovation strategies
Organizational Operations

Customer feedback is formally integrated in our work processes
Organizational Operations

We actively seek out and respond to customer feedback
Organizational Operations

We have matrix in place to assess and adapt to market trends and consumer behavior
Organizational Operations

We are able to quickly respond to disruptions and leverage technology advancements
Organizational Operations

We are often busy but not very effective most of the time
Organizational Operations

We often get tangled up in planning forever instead of getting things done
Organizational Operations

Customer feedback on the edges of the organization feeds into strategic decision-making in real-time
Organizational Operations

We have ways to track and measure change beyond end-of-year KPIs
Organizational Operations

Our current processes support rapid decision-making and action
Organizational Operations

Bureaucracy often slows down innovation
Organizational Operations

We have a dedicated budget for innovation
Organizational Operations

Our internal communication is clear, timely, and effective
Organizational Operations

We have efficient collaboration tools and platforms
Organizational Operations

Our meetings are productive and have clear objectives
Organizational Operations

We have too many unnecessary meetings that could be emails
Organizational Operations

Employees often feel overwhelmed by the complexity of our processes
Organizational Operations

Our performance evaluation process is fair and motivating
Organizational Operations

The organization quickly integrates new technology and tools
Organizational Operations

We prioritize accurate and meticulous planning
Organizational Operations

We reorganize and overhaul existing structures and processes every 2 to 3 years
Organizational Operations

{ customised }
Organizational Operations

Chose one topic and explain why this is never going to work
Wild Cards

Chose one topic and another person in the group chooses one why it is never going to work
Wild Cards

Chose any topic on the priority parking and explain why it should get top priority instead of the selected ones
Wild Cards

You are the CEO: what is the first thing you would do to change the current prioritised two topics?
Wild Cards

You are a new employee: what is the first thing you would do to improve the current prioritised two topics in regard to the prioritised topics
Wild Cards

Share a personal story about the prioritised topic and how it would be different once changes are made
Wild Cards

Joker Card: you can swap your card with another person
Wild Cards

Trade your glass of Mojito with any other table in the room
Wild Cards

Role Reversal: Choose a topic and a priority topics and switch roles with a teammate. Explain how you would approach the issue from their perspective.
Wild Cards

Change Avatar: Select one topic and imagine you are a superhero or a fictional character with unique abilities. Describe how your character tackles this challenge. Share your character's innovative approach.
Wild Cards

Future News Headlines: Pick a topic and write a newspaper or magazine headline or headline from a magazine cover that describes the successful resolution. Share your headline and discuss the story behind it.
Wild Cards

Back to the Future: Choose a topic and imagine to see the impact of resolving one of the prioritised topics. Describe the positive changes and their effects on the organization.
Wild Cards

Collaborative Songwriting: Choose a topic and, as a group, write a catchy tune or jingle that captures the essence of the issue and its resolution. Sing or perform it for the group.
Wild Cards

Visual Metaphors: Select a topic and draw a visual metaphor that represents the challenges or the desired outcome. Explain your drawing to the group.
Wild Cards

Storytelling Relay: Start a story related to a topic, and each participant adds to the narrative, passing it on to narrative. See where the collective storytelling takes you.
Wild Cards

Magic Wand: Imagine you have a magic wand that can instantly solve one of the topics you choose, and why? Share the magical solution.
Wild Cards

Statement
Wild Cards

Statement
Wild Cards

Statement
Wild Cards

Statement
Wild Cards

Statement
Wild Cards

Statement
Wild Cards

Statement
Wild Cards

Statement
Wild Cards