Agile Self-Assessment Worksheet (ASAW)

Organizational Credo, Values, Strategy and System-Optimizing Goals

Guideline: List some most commonly heard messages, slogans and motivational statements, syndicated throughout your organization by senior management.

…and then decide if state/status of each of the below domains further supports the above….

Direction of Self-Assessment →

Organizational Structure/Design

Tip: Is your organization flat and simple or multi-tiered and complex? How much emphasis does your organization put on centralized top-down control, subordination and compliance?
http://www.keystepstosuccess.com/articles-organizational-design/

Organizational Culture

Tip: What types of relationships and behaviors prevail among employee in your organization?
http://www.keystepstosuccess.com/articles-corporate-psychology/

Budgeting & Finance

Tip: Does your organization do budget planning, based on adaptive business cycles or fixed fiscal cycles?
http://www.keystepstosuccess.com/2016/08/implementing-beyond-budgeting/

HR Policies & Career Development Opportunities

Tip: What does your organization value more: individual performance or team performance? Are performance appraisals of employees still being done?
http://www.keystepstosuccess.com/gap-between-science-and-business/

Sales & Marketing

Tip: Does your organization create sales plans and conduct marketing campaigns, based on short feedback loops, coming directly from a market-place?
http://www.keystepstosuccess.com/wp-content/uploads/2019/03/sway_2019_framework.pdf

Globalization/Site Strategies

Tip: How much emphasis does your organization put on 'cheap resources'? What strategic thinking goes in new site creation?
http://www.keystepstosuccess.com/2019/01/survival-list-to-vendor-selection-on-agile-projects/

KPIs & Metrics

Tip: How much emphasis does your organization put on 'meeting numbers'? How many organizational layers do metrics have to pass, on their way from source (e.g. teams) to destination (e.g. senior leadership)?
http://www.keystepstosuccess.com/2017/10/addressing-problems-caused-by-amms/

Relationships with Vendors/Partners

Tip: Does your organization do proper vetting and assessment of vendors/third parties, before engaging with them?
http://www.keystepstosuccess.com/wp-content/uploads/2019/04/Survival_Sheet_Vendor_Selection_Agile_Projects.pdf

Agile Guidance & Leadership

Tip: Do you have coaches, trainers and guide-level experts available, to assist you in your journey? https://www.infoq.com/articles/agile-coaching-lessons

Once you thoroughly study and fully understand the below fundamentals, please assess various domains of your Organizational Ecosystem in the above blocks…

4 Agile Manifesto Postulates & 12 Supporting Principles
https://agilemanifesto.org

System Thinking
https://en.wikipedia.org/wiki/Systems_theory

Lean Thinking
https://en.wikipedia.org/wiki/Lean_thinking

Design Thinking
https://en.wikipedia.org/wiki/Design_thinking