

HOW FIT IS YOUR ORGANISATION?

Culture Health Check

At Coode, we view organisations as being analogous to organisms, not machines (as is the prevailing view), being living, breathing systems that can, if properly focused and developed, perform at a high level. Like organisms, however, organisations can also get 'sick' with a number of ailments ('viruses') acting as interference on optimum performance. Some viruses are severe enough to kill performance whilst others merely slow an organisation down.

Our Culture Health Check is designed to quickly and easily diagnose these viruses to allow organisations to identify where their problems lie and design suitable remedies and development plans. The survey results show the severity of each of 15 viruses and also the degree to which the effect is local or exists more generally across the organisation.

Using the viruses, we also assess the organisation's readiness for six of the most common business challenges organisations typically face (Innovation Readiness, Matrix Structure Readiness, Growth, & Customer Experience, Safety Culture & Transformation). This analysis helps a leadership team prioritise remedial actions, based on business priorities.

Common Viruses

We use the metaphor of viruses to identify your organisation's behavioural challenges. We have identified 15 common viruses that can have a significant impact on how effective your organisation is.

These fall into two categories:

- ∞ Viruses that can 'kill' your performance - such as low personal integrity or a dysfunctional top team
- ∞ Viruses that will 'slow you down' - such as stress, slow decision-making and a lack of trust

Survey Structure

The survey takes just 15 minutes to complete and consists of a series of questions identifying the existence of the viruses. Like a triage nurse, we provide you with an assessment of your organisation's health:

- ∞ Summary Results - showing a summary for all the viruses, creating an overall profile for the organisation.
- ∞ Individual Virus Analysis - showing the level of 'infection' (risk) against each virus type in the two key categories across the whole organisation.
- ∞ Readiness Assessment - assessing how specific viruses will impact six common business challenges, showing the eight most likely viruses to affect each and to what degree.
- ∞ Functional & Geographical Segmentation - a drill-down analysis allowing an organisation-wide assessment of specific 'hot spots' for viruses and where infection is consistent (note: this is an enhanced level of report).

Click [here](#) to view a sample report

Follow up and Support

We can also provide a treatment priority list to help fix issues based on their severity. Additional consultancy support is also available if required to help manage the process, interpret and address the areas of concern identified.