



DIAGNOSTIC ASSESSMENT FRAMEWORK FOR SYNERGISTIC RESILIENT SYSTEMS

1. Strategic Alignment Assessment

A. Evaluate strategic direction and competitive positioning

1. Assess clarity and distinctiveness of value proposition and strategic intent
2. Analyze sources of sustainable competitive advantage

B. Gauge leaders' strategic thinking capabilities

1. Assess leaders' ability to see the big picture and connect the dots
2. Evaluate leaders' future orientation and strategic agility

C. Alliances & Value Network Assessment

1. Map organization's ecosystem of partners, suppliers, and stakeholders
2. Evaluate strength and productivity of key relationships
3. Identify opportunities for greater collaboration and synergy
4. Assess value co-creation and sharing across network

D. Determine alignment of strategy with culture and operational capabilities

1. Assess coherence of strategic, cultural and operational "force fields"
2. Identify potential misalignments and contradictions

2. Cultural Alignment Assessment

A. Identify dominant culture archetype: Collaborative, Transactional, or Adversarial

1. Evaluate key beliefs, behaviors, rules of the game, and view of risk & synergy
2. Assess level of trust, teamwork, and win-win orientation

B. Evaluate alignment of vision, mission, and values

1. Assess clarity and inspirational quality of vision and mission
2. Determine degree of shared values and cultural cohesion

C. Gauge employee engagement, empowerment, and collaborative spirit

1. Measure employee satisfaction, motivation, and psychological safety
2. Evaluate effectiveness of learning loops and knowledge sharing



3. Operational Alignment Assessment

A. Evaluate operational excellence and execution capabilities

1. Assess process efficiency, reliability, and continuous improvement
2. Gauge cross-functional integration and collaboration

B. Cross-Functional Integration & Alignment

1. Map key processes and interfaces between functions
2. Identify gaps, redundancies, and inefficiencies in processes
3. Evaluate level of cross-functional collaboration and synchronicity
4. Assess use of integrative mechanisms and tools (e.g. cross-functional teams)

C. Assess performance measurement and management systems

1. Evaluate alignment of metrics, rewards, and consequences with desired outcomes
2. Assess effectiveness of feedback loops and performance dialogues

D. Determine efficacy of management and administrative processes

1. Evaluate planning, budgeting, reporting, and decision-making processes
2. Assess leadership pipeline and succession planning

4. Dynamic Realignment Capability Assessment

A. Evaluate organizational agility and resilience

1. Assess speed of response to changes in strategic, cultural, and operational forces
2. Gauge organizational flexibility and adaptability and ability to change

B. Assess innovation and value creation capabilities & processes

1. Evaluate processes for harnessing "dynamic differential energy" for creativity
2. Assess track record of innovation and new value creation
3. Assess ability to leverage diversity for creativity and innovation
4. Identify untapped sources of customer and stakeholder value

C. Determine organizational learning and transformation capabilities

1. Evaluate use of collaborative innovation and problem-solving approaches
2. Assess ability to transform breakdowns into breakthroughs

5. Leadership System Assessment

A. Evaluate senior leaders' mindsets and skillsets against collaborative, synergistic resilient leadership model

1. Assess leaders' commitment to trust, teamwork, and win-win partnerships

Diagnostic Assessment Framework Synergistic Resilient Systems

2. Gauge leaders' strategic thinking, cultural agility, operational discipline, & adaptive capacity

B. Determine degree of leadership alignment across the organization

1. Assess consistency of leadership approaches and styles
2. Evaluate extent of leadership unity and collaborative spirit

C. Assess leadership development and collaborative capability building

1. Evaluate effectiveness of leadership training and development programs
2. Gauge strength of culture carriers and collaborative exemplars

6. Performance Metrics & Incentives Alignment

A. Assess alignment of metrics and rewards with desired behaviors/outcomes

B. Identify potential perverse incentives and unintended consequences

C. Evaluate balance of short-term and long-term performance measures

D. Benchmark performance relative to industry and best practices

By systematically evaluating an organization's cultural, strategic, operational, and dynamic alignment - as well as its overarching leadership system and metrics/rewards - this diagnostic framework provides a comprehensive assessment of the organization's current state and future potential. Leaders can gain valuable insights into current strengths and weaknesses, as well as uncover opportunities to enhance collaboration, alignment, innovation and value creation.

This framework places a “systems emphasis” on specific mindsets, behaviors and capabilities required for success in today's fast-paced, interconnected world.

The assessment results can pinpoint critical gaps and opportunities, informing the design of targeted interventions to build collaborative leadership and high-performance organizational capabilities.

The results of the diagnostic assessment can inform the design of targeted leadership development programs and organizational improvement initiatives to boost competitive advantage. The assessment itself demonstrates to employees and stakeholders the leadership's commitment to excellence and continuous improvement.

Ultimately, the diagnostic assessment serves as the foundation for a transformational journey towards collaborative excellence and sustainable competitive advantage.