

ORGANISATIONAL ALIGNMENT INDEX

Introduction

Our **Organisational Alignment Index** is a diagnostic tool designed to help leaders quickly evaluate the overall alignment of their organisations across three critical dimensions: **Leadership**, **Clarity**, and **Execution**. Each declaration has been carefully curated to reflect the most fundamental aspects of an aligned organisation.

Completing the Index

The index is designed to be completed in no more than 20 minutes. Simply read each statement and rate how well it applies to your organisation on a scale from 1 to 5.

Scoring Guide:

- 0** = The statement does not reflect our organisation at all.
- 1** = The intention is there – but we have a long way to go.
- 2** = The foundations are in place, and we are starting to make progress.
- 3** = The statement is reflective of our organisation with some major gaps we intend to fill.
- 4** = The statement is reflective of our organisation with some minor gaps.
- 5** = The statement fully and accurately reflects our organisation.

Add Up Your Scores:

80 to 100: Congratulations! This is an exceptional score and indicates that your organisation has strong practices in Leadership, Clarity, and Execution. You are one of the most aligned organisations in the world.

60 to 79: Your organisation is doing great. You are on your way to becoming one of the best. Keep going and do not take your eye off the ball. Ensure you have plans in place to improve the low scoring areas.

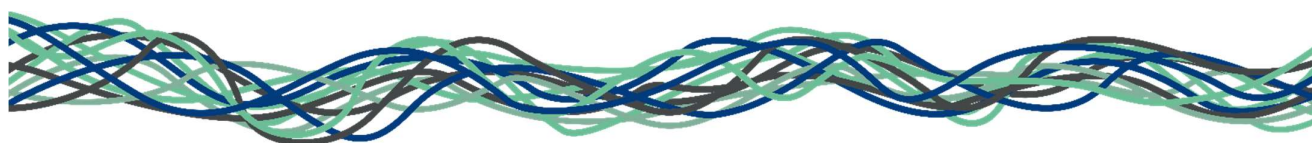
40 to 59: There are several areas of concern that need attention. Prioritise these areas for development and many of the challenges you are facing will be resolved as they are symptoms of underlying problems.

0 to 39: There are critical foundations missing from your organisation. You are likely dealing with endless symptoms, costing time and money. Your people are struggling, and your results are being impacted.

Next Steps

If you've scored 80 or above, congratulations! If not, consider this an opportunity to transform your organisation into a healthy and strategically aligned enterprise. We are here to support you on your journey to improving your organisational alignment, which remains a critical internal indicator of commercial success.

NB: to mitigate for unconscious bias and blind spots we recommend you ask other members of the company to complete the index and see if they agree with your perception.



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#	DECLARATION	Score
1	Our leadership team is cohesive with high levels of trust, vulnerability, and psychological safety. We find value in our diverging talents and perspectives, and regularly engage in vigorous dialogue, yet we rarely fall-out.	
2	We are crystal clear on our purpose, vision, mission and what we do. It's central to everything we do. Our people can explain why we exist, the future we wish to see, the value we offer, and how they contribute.	
3	We are unified on the strategic positioning of our business and the degree of importance given to stability over flexibility and independence over collaboration. We have purposely designed our operations to match.	
4	We have a few simple yet profound guiding principles that describe how we deliver our unique value offering. Our people use these to generate new ideas, make decisions, say no to shiny distractions, and prioritise.	
5	We are explicit and united on the customer experience we seek to create and the customer feedback we seek to receive.	
6	Our values specifically serve our mission. Our people know which values are core and which are aspirational. Our values specifically define our success and are not compromised. They do not include hygiene factors like "honesty" or "respect".	
7	Our leaders embody our culture and visibly model our core values and strategic anchors in their decisions and behaviours.	
8	We've clearly and comprehensively articulated our organisational context and value proposition. It is shared with the entire company and there is universal buy-in. It is reviewed every 90 days.	
9	Our long-term goal and short-term business objectives are captured on a single page along with our, key measures and priorities. We have a scorecard in place that tracks our performance and is reviewed frequently.	
10	We have agreed the core organisational capabilities that will be required to deliver on our strategy (including the competencies, IP, and technology) and have decided the plan to address the most strategically important gaps.	
11	Individual role requirements have been identified and we have agreed our accountability structure on a visible chart. Role responsibilities are clearly described on a single page. We have people in places suited to their talents and strengths.	
12	Our core values are used to select, interview, on-board and manage performance. They clearly spell out the winning behaviours and culture required to effectively execute our strategy.	
13	Our teams are cohesive, aligned, yet diverse in their abilities. Differing perspectives are valued. Curiosity, healthy dialogue, and a culture of psychological safety throughout the organisation is explicitly emphasised.	
14	Our location and facilities have not been left to chance. They have been deliberately situated and designed to help us deliver our strategy, culture and purpose.	
15	We have a purposefully curated meetings system designed to help us communicate effectively and be productive. Our people have a voice; ideas are heard and taken on board.	
16	Every project has a named sponsor who retains full accountability. Every employee has at least one metric that they use to measure and share their progress.	
17	We have identified, standardised, documented, and shared the core processes required to optimise our organisational capabilities.	
18	Our sales and marketing efforts are purposefully targeting customers and are aligned with our mission, strategy, and capabilities.	
19	Our management systems (e.g. budget management, customer feedback, employee engagement, quality, health & safety, IT, performance management, HR policies) are all strategically designed to reinforce our mission and reflect our values.	
20	Everyone knows the business priority in each 90-day quarter, and everyone is working on their own 1 to 3 deliverables towards this priority.	
TOTAL SCORE		