

ORGANISATIONAL HEALTH CHECK

Definition of LEVELS:
Level 1: We are not doing this or have not considered it
Level 2: We are actively planning to do something
Level 3: We are actively working on this
Level 4: This is implemented and effective



SECTION 1	THE QUESTION	THE LEVELS				Please say why you have chosen this level
		1	2	3	4	
STRATEGY - Planning & Thinking	The organisation has a well defined strategy and plan					
	The organisation has clear goals & targets which are communicated to and understood by the Board					
	We regularly review and update the the organisation's strategy together					
	The Board is helped to understand where they fit into the strategy					
	The organisation is focused on sustaining its future and has plans in place					
	There are measures in place for reviewing the Board and organisational performance					
	We identify stakeholder and client need and seek feedback from them					
	There is a functioning training and development strategy for staff and Board					
	The marketing and promotion of services and products is evaluated and results used to inform the business					
	The Board is clear about its role and responsibility in realtion to the management team and the operations					
	The Board is clear about its governance function					
	We have a clear vision for the organisation shared by all					
	We have processes for the review of structural, staffing and succession requirements					

SECTION 2	THE QUESTION	THE LEVELS				Please say why you have chosen this level
		1	2	3	4	
CULTURE - Organic and Real	The organisation demonstrates a high level of respect for each other					
	We all understand and demonstrate the values of organisation in our daily work					
	The organisation has very good internal communication processes					
	Our staff are encouraged to contribute to the future of the company					
	There is an openness and good level of trust within the organisation					
	We are consulted about change and the future developments					
	The organisation manages, develops and value its 'services' well					
	The Board have a well developed sense of social and corporate responsibility					
	The Board are flexible and curious					
	The Board and management have a keen sense of compliance					
	We have a process for developing and adopting new ideas and processes at Board level					
	We encourage the close involvement of our stakeholders					
	We have a well-developed a 'can-do' culture					

SECTION 3	THE QUESTION	THE LEVELS				Please say why you have chosen this level
		1	2	3	4	
LEADERSHIP - Innovative and Inspire	We have a well developed problem solving process which all use					
	We have the appropriate level of skills and knowledge throughout the organisation and it is reviewed regularly					
	The organisation encourages innovation and alternative ways of doing things					
	We encourage managers and staff to demonstrate and develop their leadership skills					
	The organisation has a strong commitment to teamwork and collaboration					
	The organisation develops its staff in line with the changing needs of the organisation and their own desires					
	We have a quality management processes for staff and operational performance which is reported to the Board					
	Input from our clients is used to improve the delivery of services					
	The Board regularly review the structural and staffing needs of the organisation Our managers regularly review and develop themselves					
	We have high levels or morale and motivation throughout the organisation					
	We promote partnership working with our clients and suppliers					
	We evaluate staff development in line with organisational impact					