

ORGANISATIONAL HEALTH CHECK - SOCIAL ENTERPRISE

Definition of LEVEL:
Level 1: We have not considered this
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			
		1	2	3	4
STRATEGY - Planning & Thinking	We have a well defined organisational strategy				
	We have clear goals & targets which are communicated and understood by Board and staff				
	We regularly review and update the strategy together				
	People (Board and staff) are helped to understand where they fit into the strategy				
	We are focused on sustaining our future				
	We have measures for reviewing our organisational performance				
	We identify stakeholder need and seek feedback from them				
	We identify client need and seek feedback from them				
	The marketing and promotion of services and products is evaluated				
	Continuous improvement is a key element of our strategy				
	We share a clear vision for the organisation shared by all				
	We assess our future structural, staffing and succession requirements				

SECTION 2	THE QUESTION	THE LEVELS			
		1	2	3	4
CULTURE - Organic and Real	We demonstrate a high level of respect for our colleagues				
	We understand and demonstrate the values of our organisation in our daily work				
	We have well developed internal communication processes				
	We can contribute/take part in SEA activities beyond the limits of our job				
	There is an openness and good level of trust within the organisation				
	We are consulted about change and the future developments				
	We manage, develop and value our 'brands and services'				
	We have a well developed sense of social and corporate responsibility				
	We are encouraged to work flexibility				
	Our Board and management have a keen sense of compliance				
	We have a process for developing and adopting new ideas and processes				
	We encourage the close involvement of our facilitators/suppliers				
	We have developed a 'can-do' culture				

SECTION 3	THE QUESTION	THE LEVELS			
		1	2	3	4
LEADERSHIP - Innovative and Inspire	We have well developed problem solving processes				
	We have the appropriate level of skills and knowledge				
	We encourage innovation and alternative ways of doing things				
	We are encouraged to demonstrate and develop our leadership				
	We have a strong commitment to teamwork and collaboration				
	We are developed in line with SEA changing needs and our own desires				
	We have quality management processes for staff and service performance				
	Input from our clients is used to improve the delivery of services				
	We regularly review the structural and staffing needs of the organisation				
	Our managers regularly review and develop themselves				
	We have high levels of morale and motivation				
	We promote partnership working with our clients and suppliers				
	We evaluate staff development in line with organisational impact				