



A G I L E V E L

Dimensional Dynamic



About AgiLevel Dimensional Dynamic

AgiLevel is a guide to improve organizational agility and design the cultural transformation of companies.

You can download the newest version of this dynamic at agilevel.com



CULTURAL CONTEXT

The company's personality



Ownership



Management



Teams

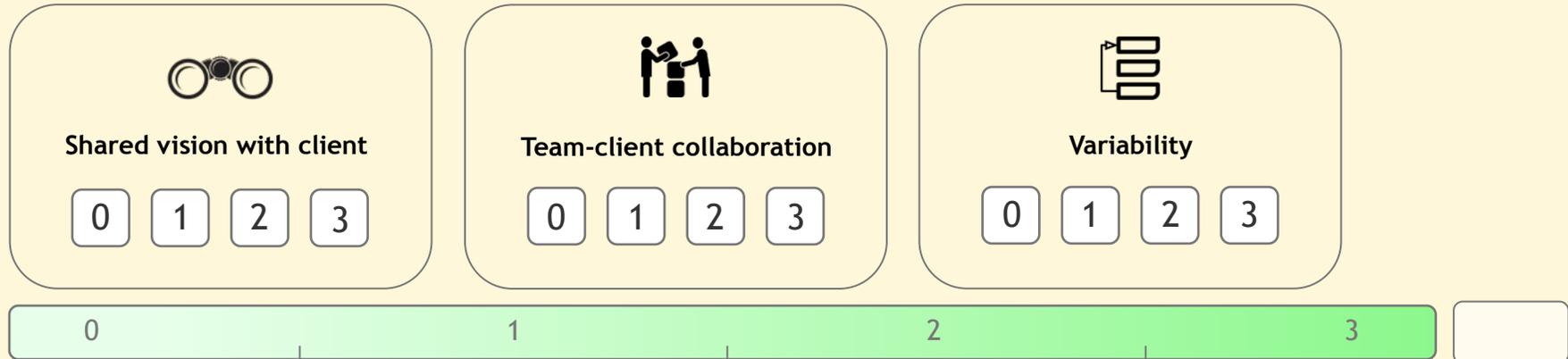




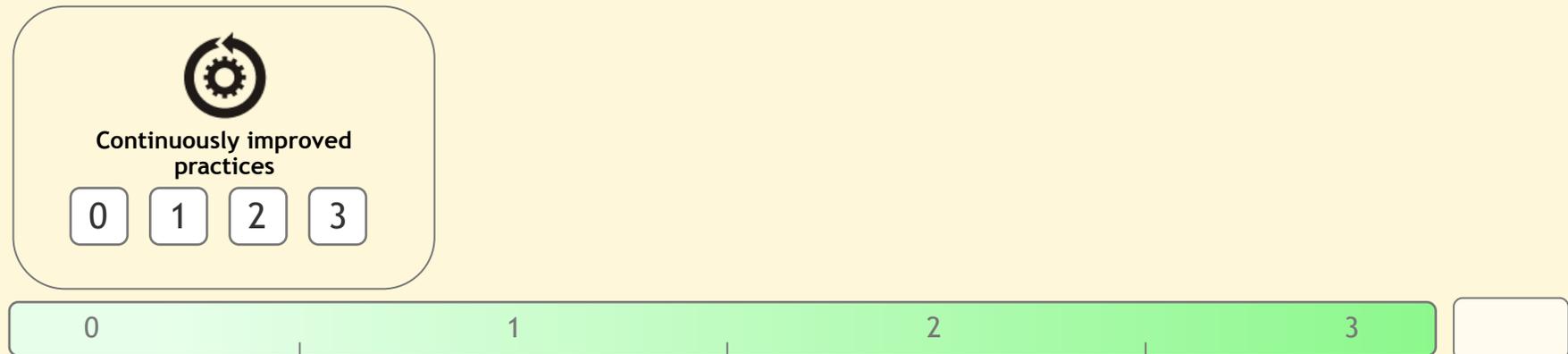
OPERATIONAL DIMENSION

Principles for “doing” agile

Value delivery



Continuous improvement

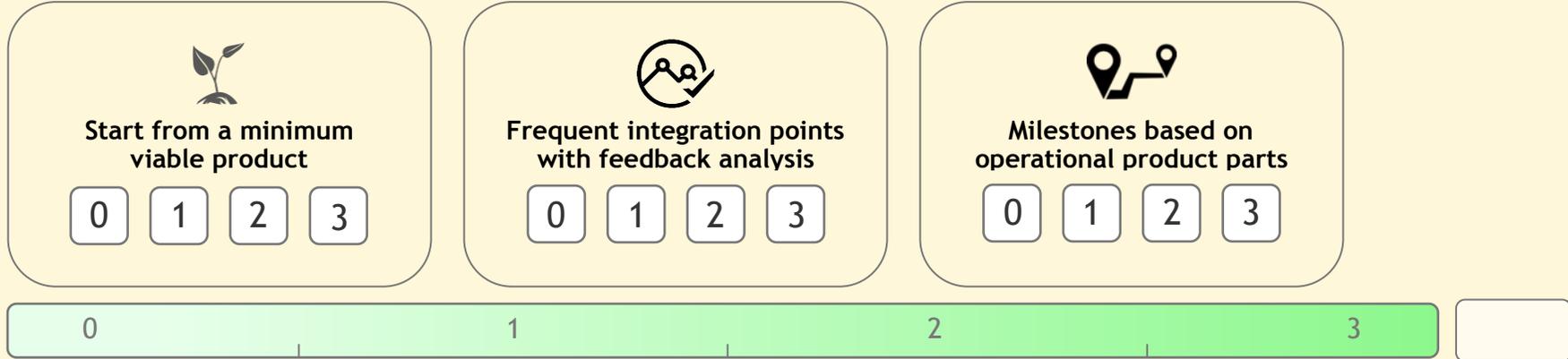




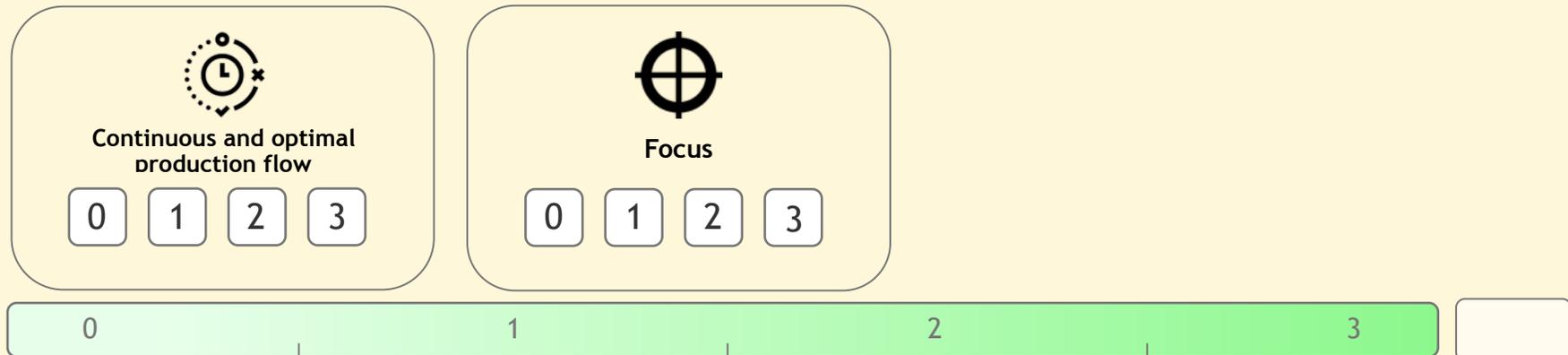
OPERATIONAL DIMENSION

Principles for “doing” agile

Iterative and incremental development



Sustainable workflow





OPERATIONAL DIMENSION

Principles for “doing” agile

Constant attention to excellence



Techniques to guarantee high quality

0

1

2

3

0

1

2

3

Visibility of operations



Early detection of impediments

0

1

2

3



Shared information

0

1

2

3

0

1

2

3





OPERATIONAL DIMENSION

Principles for “doing” agile

Global timing and synchronisation



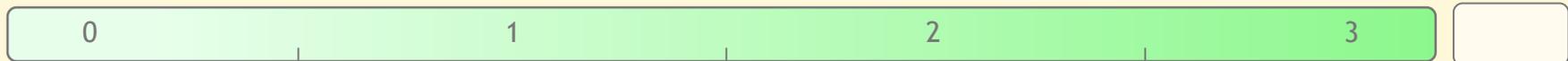
Meetings based on development pace

0 1 2 3



Predictable delivery dates

0 1 2 3



Knowledge



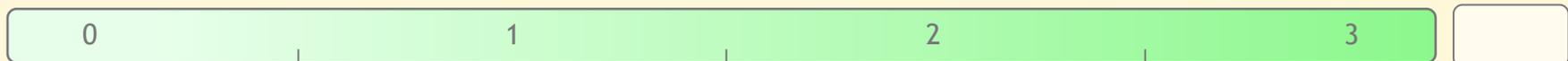
Hard skills

0 1 2 3



Soft skills

0 1 2 3





OPERATIONAL DIMENSION

Analysis

PRIORITY

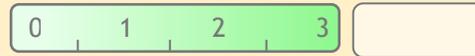
PRINCIPLES

CURRENT

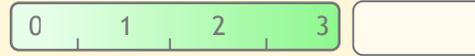
SITUATION

IMPACT

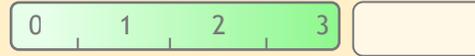
1. Value delivery



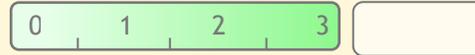
2. Continuous improvement



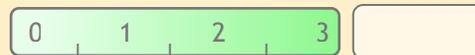
3. Incr. and iterative development



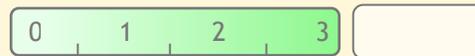
4. Sustainable workflow



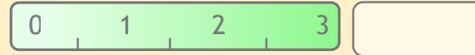
5. Attention to excellence



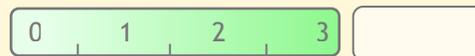
6. Visible operations



7. Global timing and synch



8. Knowledge



Average



CULTURAL DIMENSION

Values for “being” agile

Assertiveness



Courage

0 1 2 3



Respect

0 1 2 3

0 1 2 3

Appreciation of talent



Incorporation and development

0 1 2 3



Retention

0 1 2 3



Career development

0 1 2 3

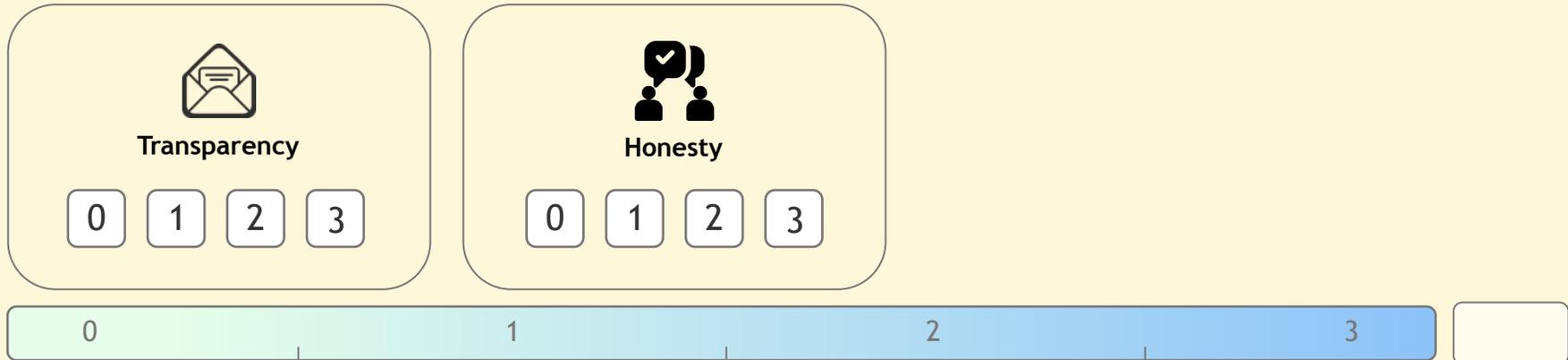
0 1 2 3



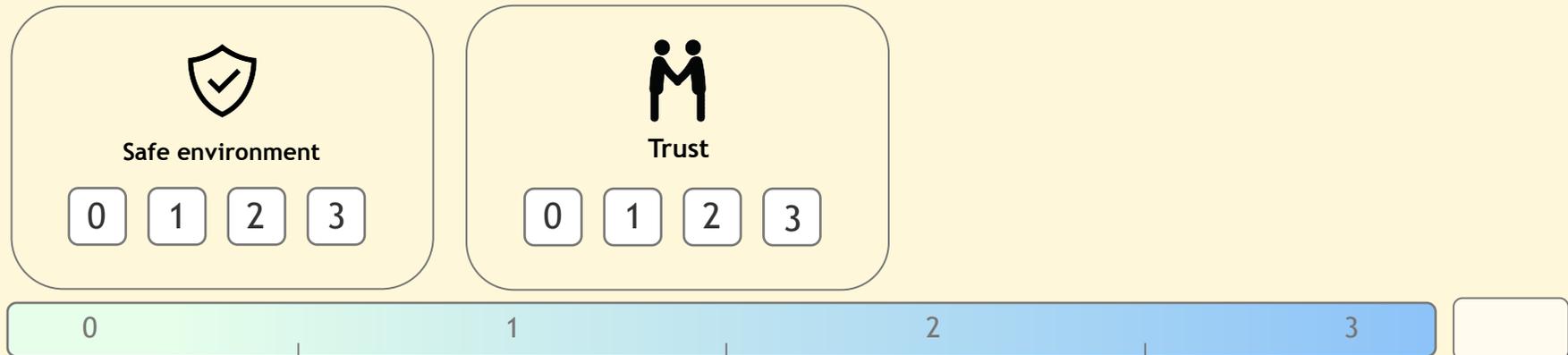
CULTURAL DIMENSION

Values for “being” agile

Clarity



Trust





CULTURAL DIMENSION

Values for “being” agile

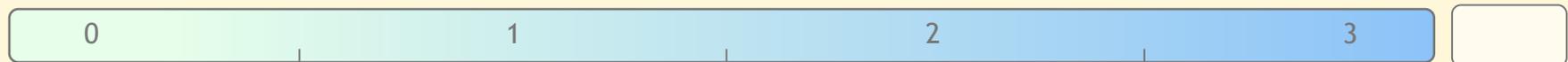
Non-hierarchical structure


Self-Organisation

0 1 2 3


Horizontality

0 1 2 3



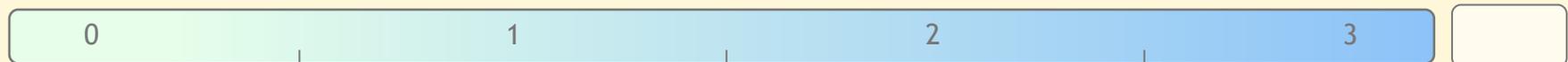
Shared purpose


Known and shared purpose

0 1 2 3


Value-driven decision making

0 1 2 3





CULTURAL DIMENSION

2 dimension analysis

	CURRENT	PRIORITY				IMPACT
		SITUATION				
1. Assertiveness	<input type="range" value="3"/>					<input type="text"/>
2. Appreciation of talent	<input type="range" value="3"/>					<input type="text"/>
3. Clarity	<input type="range" value="3"/>					<input type="text"/>
4. Trust	<input type="range" value="3"/>					<input type="text"/>
5. Non-hierarchical structure	<input type="range" value="3"/>					<input type="text"/>
6. Shared purpose	<input type="range" value="3"/>					<input type="text"/>
		Average				<input type="text"/>





CULTURAL DIMENSION

3 dimension analysis

PRIORITY

CULTURAL DIMENSION

Values

CURRENT

SITUATION

IMPACT

1. Assertiveness



2. Appreciation of talent



3. Clarity



4. Trust



Average

STRUCTURAL DIMENSION

Organizational arrangements

5. Non-hierarchical structure



6. Shared purpose



Average



SUPPORT



Management involvement

0 1 2 3



Cultural compatibility

0 1 2 3



Resources

0 1 2 3



Training

0 1 2 3



Coaching

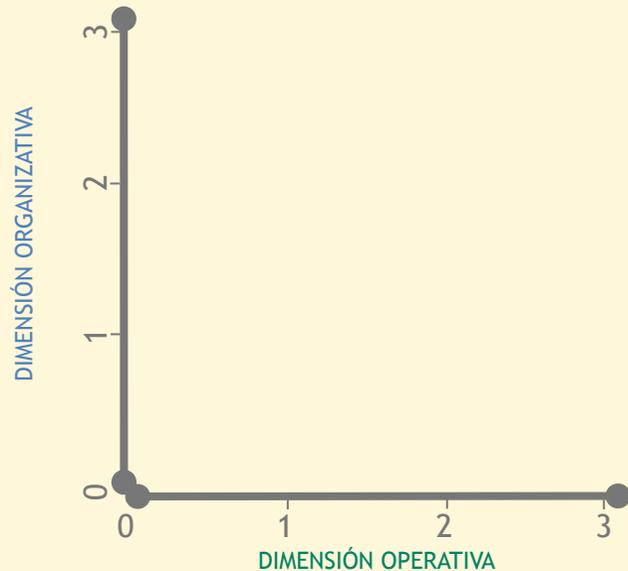
0 1 2 3



Empty rectangular box.



IMPROVEMENT PLAN (2D)



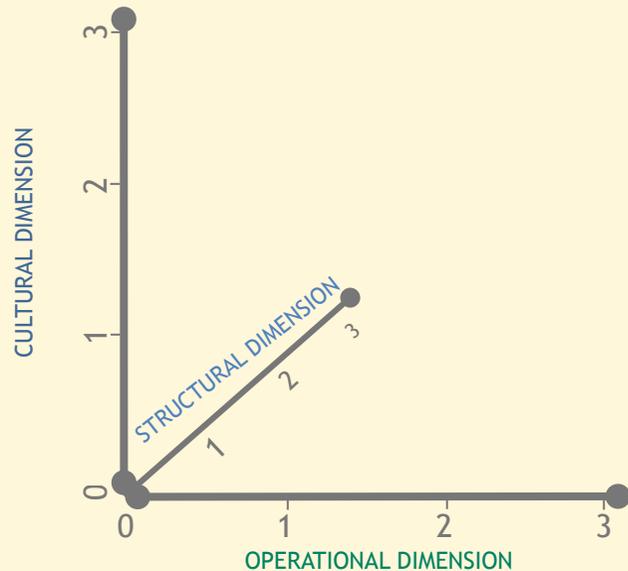
OPERATIONAL DIMENSION

- | | | |
|--------------------------------------|--------------------------|--------------------------|
| 1. Value delivery | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Continuous improvement | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Incr. and iterative development | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Sustainable workflow | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Constant attention to excellence | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Visible operations | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Global timing and synchronisation | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. Knowledge | <input type="checkbox"/> | <input type="checkbox"/> |

ORGANIZATIONAL DIMENSION

- | | | |
|-------------------------------|--------------------------|--------------------------|
| 1. Assertiveness | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Appreciation of talent | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Clarity | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Trust | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Non-hierarchical structure | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Shared purpose | <input type="checkbox"/> | <input type="checkbox"/> |

IMPROVEMENT PLAN (3D)



OPERATIONAL DIMENSION

- 1. Value delivery
- 2. Continuous improvement
- 3. Incr. and iterative development
- 4. Sustainable workflow
- 5. Constant attention to excellence
- 6. Visible operations
- 7. Global timing and synchronisation
- 8. Knowledge

CULTURAL DIMENSION

- 1. Assertiveness
- 2. Appreciation of talent
- 3. Clarity
- 4. Trust

STRUCTURAL DIMENSION

- 1. Non-hierarchical structure
- 2. Shared purpose





SUPPORT

Analysis

ACTIONS	CURRENT	SITUATION	ATTENTION	
			OPERATIONAL DIMENSION	ORGANIZATIONAL DIMENSION
1. Management involvement	0 1 2 3 <input type="text"/>			
2. Cultural compatibility	0 1 2 3 <input type="text"/>			
3. Resources	0 1 2 3 <input type="text"/>			
4. Training	0 1 2 3 <input type="text"/>			
5. Coaching	0 1 2 3 <input type="text"/>			





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