

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

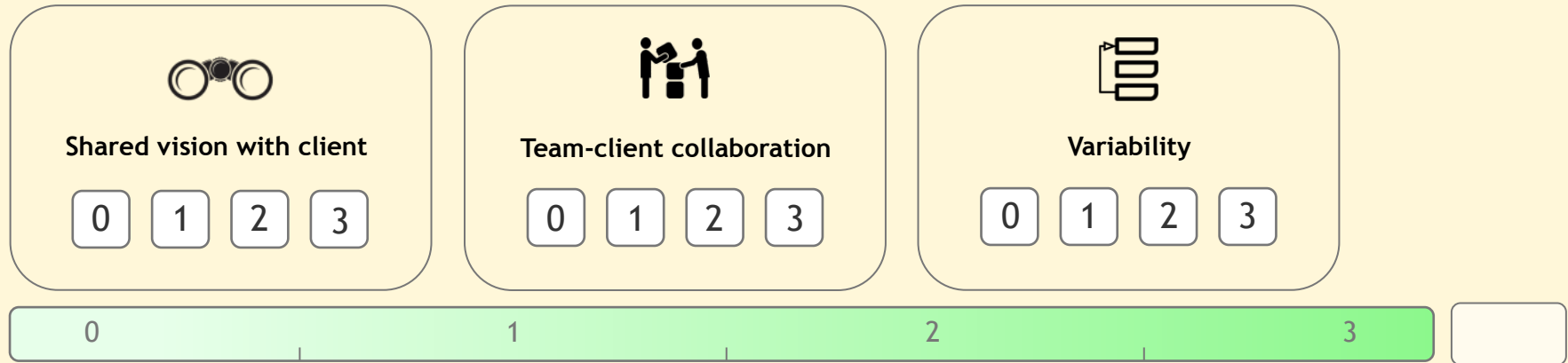




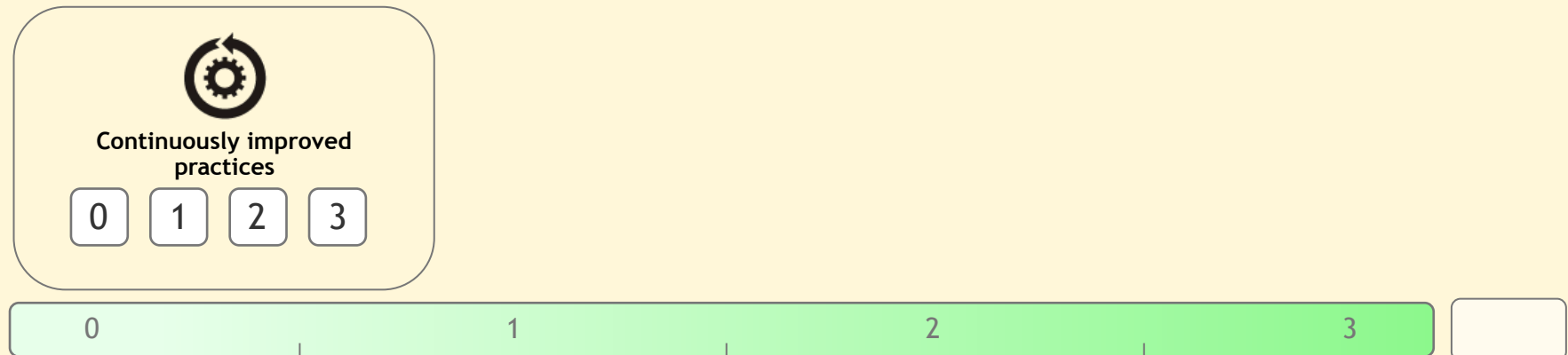
OPERATIONAL DIMENSION

Principles for “doing” agile

Value delivery



Continuous improvement

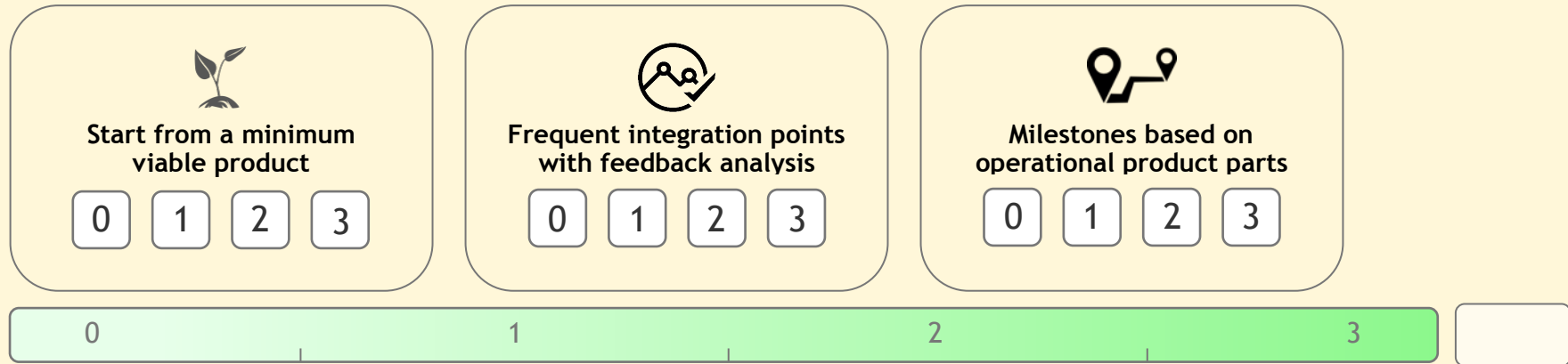




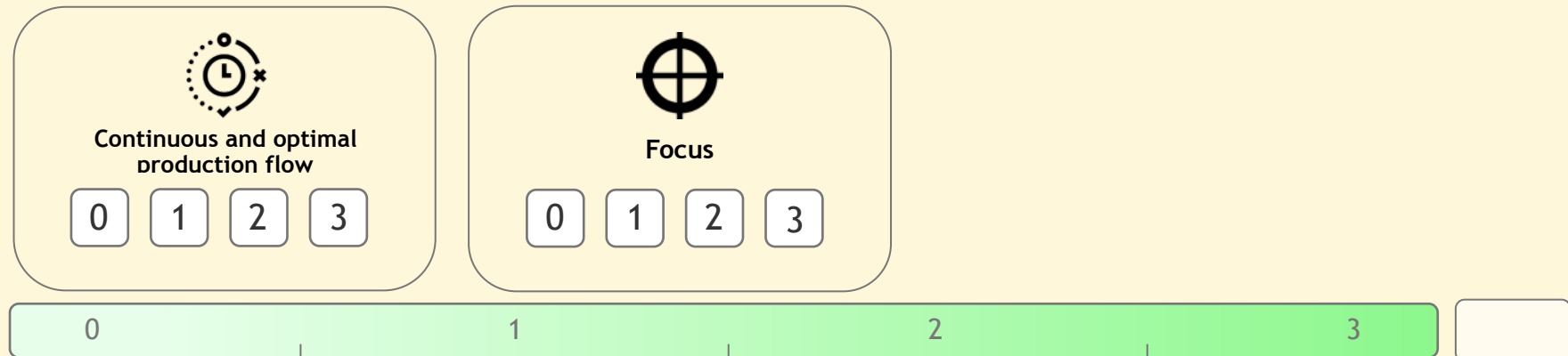
OPERATIONAL DIMENSION

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



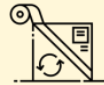
Meetings based on
development pace

0

1

2

3



Predictable delivery dates

0

1

2

3

0

1

2

3

Knowledge



Hard skills

0

1

2

3



Soft skills

0

1

2

3

0

1


































2

3



OPERATIONAL DIMENSION

Analysis

PRINCIPLES	CURRENT	SITUATION	PRIORITY	IMPACT
1. Value delivery	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>	
2. Continuous improvement	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>	
3. Incr. and iterative development	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>	
4. Sustainable workflow	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>	
5. Attention to excellence	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>	
6. Visible operations	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>	
7. Global timing and synch	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>	
8. Knowledge	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>	
<div><div></div><div>Average</div><div></div></div>				



CULTURAL DIMENSION

Values for “being” agile

Assertiveness



Courage

0 1 2 3



Respect

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





CULTURAL DIMENSION

Values for “being” agile

Clarity



Transparency

0 1 2 3



Honesty

0 1 2 3



Trust



Safe environment

0 1 2 3



Trust

0 1 2 3

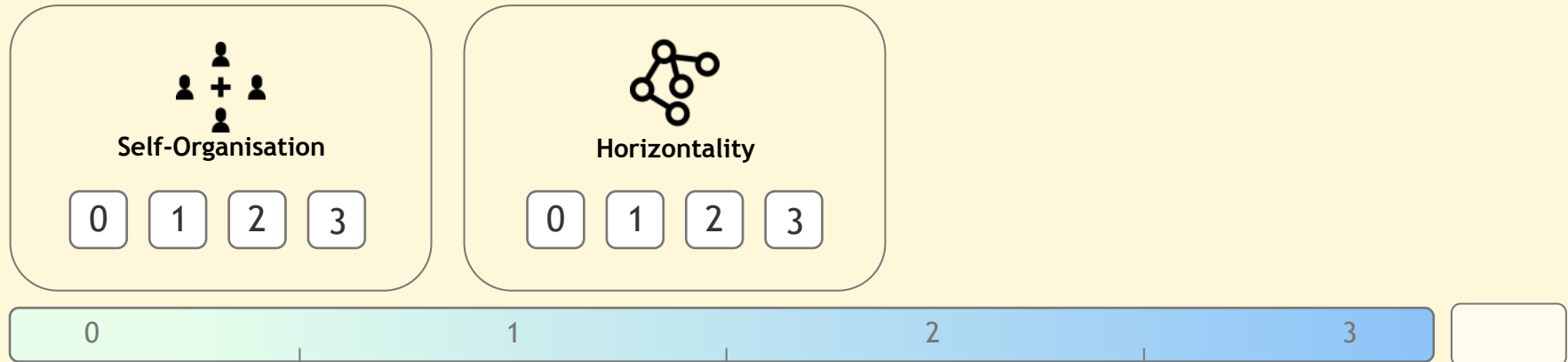




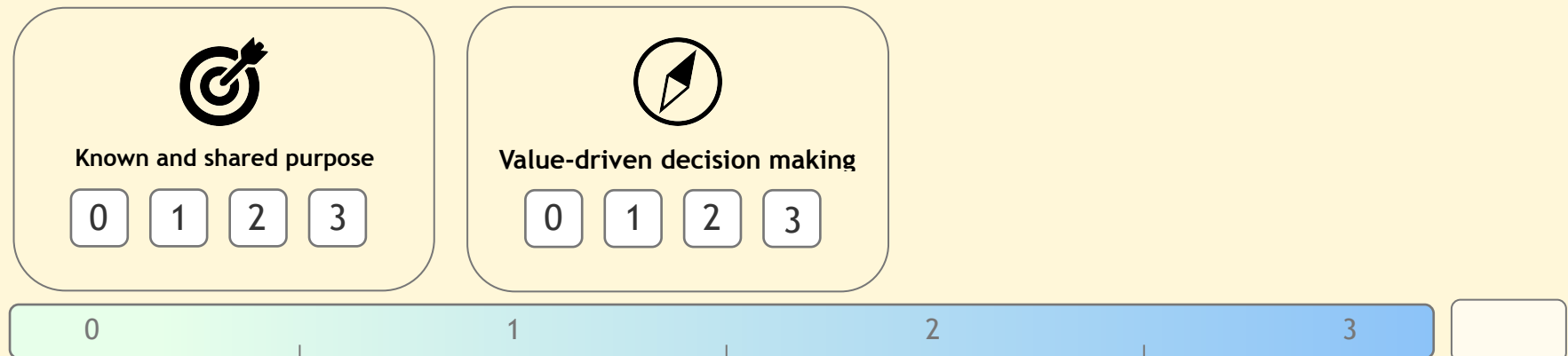
CULTURAL DIMENSION

Values for “being” agile

Non-hierarchical structure




























Shared purpose





CULTURAL DIMENSION

2 dimension analysis

	CURRENT	PRIORITY	
		SITUATION	IMPACT
1. Assertiveness	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>
2. Appreciation of talent	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>
3. Clarity	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>
4. Trust	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>
5. Non-hierarchical structure	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>
6. Shared purpose	<div><div>0123</div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div></div>
	<div><div></div><div>Average</div><div></div></div>		



CULTURAL DIMENSION

3 dimension analysis

PRIORITY

CULTURAL DIMENSION

Values

CURRENT

SITUATION

IMPACT

1. Assertiveness



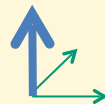
2. Appreciation of talent



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

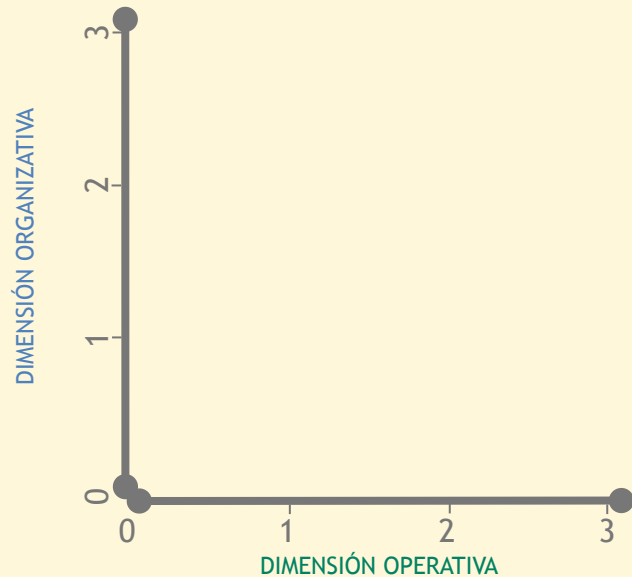
0

1

2

3

IMPROVEMENT PLAN (2D)



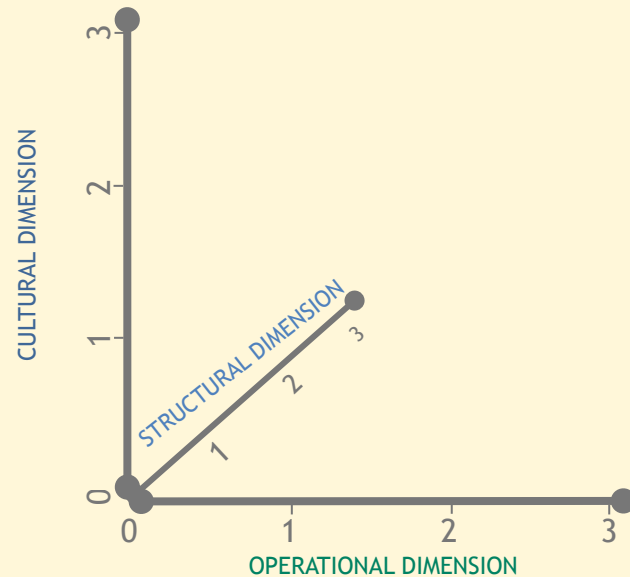
OPERATIONAL DIMENSION

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

ORGANIZATIONAL DIMENSION

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

IMPROVEMENT PLAN (3D)



OPERATIONAL DIMENSION

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

CULTURAL DIMENSION

- | | | |
|---------------------------|--------------------------|----------------------|
| 1. Assertiveness | <input type="checkbox"/> | <input type="text"/> |
| 2. Appreciation of talent | <input type="checkbox"/> | <input type="text"/> |
| 3. Clarity | <input type="checkbox"/> | <input type="text"/> |
| 4. Trust | <input type="checkbox"/> | <input type="text"/> |





















STRUCTURAL DIMENSION

- | | | |
|-------------------------------|--------------------------|----------------------|
| 1. Non-hierarchical structure | <input type="checkbox"/> | <input type="text"/> |
| 2. Shared purpose | <input type="checkbox"/> | <input type="text"/> |



SUPPORT

Analysis

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



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