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| **Status Assessment Guide** | | |
| **Trapped** | **Transforming** | **High Performance** |
| **Mistrust, bias & staff have their “heads down/hiding”** | **Developing skills** | **Preferred employment destination & people are sharing ideas** |
| **No / inadequate skills** | **Designing processes and structures** | **Staff have pride in own and in the**  **organization’s performance** |
| **No / inadequate resources** | **Refining systems & procedures** | **Bright career futures anticipated** |
| **No / inadequate passion or job aspirations** | **Researching better ways** | **Inclusive team spirit exists, staff at**  **ease, empowered & respected** |
| **It’s not my job or not my fault** | **Mentoring junior staff development** | **Committed staff, management & leadership** |
| **No / inadequate pride** | **Coaching leadership development** | **Internal innovation workshops** |
| **No / inadequate delivery time lines** | **A climate of change exists** | **Peer reviews of work done invited** |
| **No / inadequate output targets** | **Internal idea sharing & testing** | **Recognition trumpeted** |
| **No / inadequate outcome assessments** | **Output result sharing** | **Shared Ubuntu spirit & staff valued, trusted & confident** |
| **No / inadequate management/leadership respect** | **Personality and diversity acceptance** | **Staff are involved, informed & the future is planned** |
| **No / inadequate self confidence in the organization’s capability** | **Careers are mapped out & shared** | **Careers are mapped and shared** |
| **Staff count days to retirement & no pride in uniforms etc.** | **Voluntarism abounds** | **Risks are managed, output is measured and openly reported** |
| **No volunteers** | **Team building** | **Individuals have meaning** |
| **No / inadequate innovation** | **Individuals have hope** | **Individuals have confidence** |
| **“No” as an answer rather than giving “how to” advice is the norm & who does what is a mystery** | **Stakeholders, clients, processes, resources & capabilities being aligned** | **Effective, efficient, economic & functional self directed teams in place who**  **openly discuss progress** |
| **Management is not available** | **Vision & strategy being built** | **Stakeholders, clients, processes, resources & capabilities aligned** |
| **Service delivery backlogs normal** | **External collaborative workshops** | **Vision & strategy understood by all** |
| **Performance statistics not openly shared** | **Backlogs reported & reducing** | **Reporting calendar maintained** |
| **No / inadequate internal conversations** | **Vision under construction** | **What and what is not done is marketed and understood** |
| **No / inadequate external conversations** | **Strategies being tested** | **Strategies constantly updated** |
| **Change is not entertained** | **Measurements, leading & lagging indicators being tested** | **Vision attained** |
| **Project Phases**  **The phases to a PeP and the time line to implementation will vary from entity to entity.**  **This said an idea of the framework is both useful and important.** | | |