

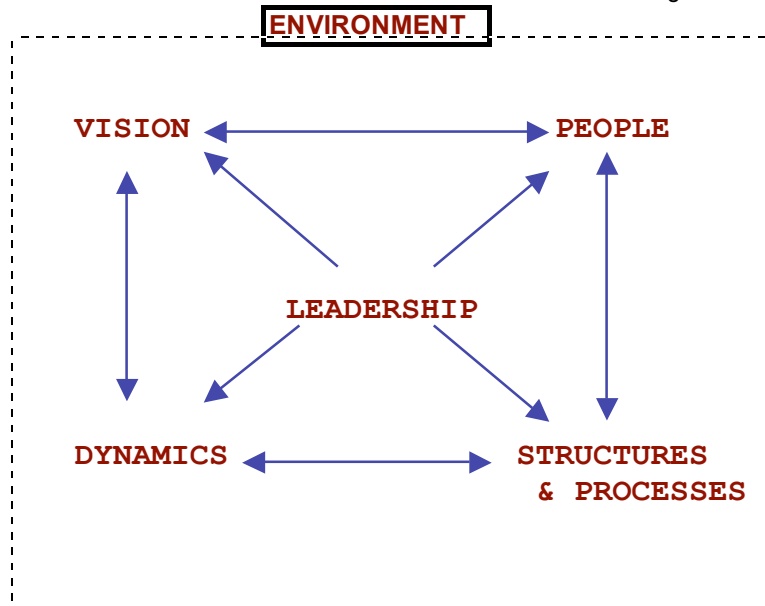
# Organizational Diagnosis: Six Primary Elements of the System

## A. VISION

1. The vision, goals, primary task, core values, etc.
2. How widely and deeply "owned"

## B. PEOPLE

1. Competence and commitment for the job and teamwork
2. Type
3. Satisfaction with the job and the organization



## C. DYNAMICS

1. Managing change & stability
2. Trust
3. Climate

## D. STRUCTURES & PROCESSES

1. Adequate and appropriate resources for the task, e.g., technology, architecture, & space, etc.
2. Processes for effective information flow, problem solving, planning, conflict, etc.
3. Teams to carry out needed tasks
4. Effective linkages and cooperation between subsystems

## E. LEADERSHIP

1. Ability to think and manage strategically
2. Ability to stay in touch with the system
3. Ability to set direction and enable movement

## F. ENVIRONMENT

Forces and trends external to the organization that impact the organization, e.g., cultural, political, economic. The forces may come from the society or a larger organizational system of which the organization is part.

**"FIT"** – Not a system element in itself but the core issue to look at in relationship to the elements. To what extent do they fit together? The task is to identify areas of strong and poor alignment in the system.