DISCOVER WORKSHOP

EIGHT DIMENSIONS

This simple framework is an incredibly effective tool in helping locate and articulate change within an organization. It provides greater granularity than a model such as "people / process / technology" and can be applied or re-applied as a gap analysis tool at any point in the process.

Assess the current state of the organization by asking: Where are we strong across these dimensions, and where do we have weaknesses or risk? Be specific about how.

Based on a planned future state, use the dimensions of this framework to identify 1) what will change as a result of the future state and 2) what must change in response in order to find balance and re-establish harmony.

Assess the state of an ongoing or completed change by using the dimensions to describe where change has happened successfully and where it still needs focus or effort.

1

Identify on a scale from 1 (minimal impact) to 5 (everything will change) what needs attention.

2

Identify impacted dimensions.

3

List what you might need to shift to keep the system in balance.

BEHAVIORS

STRUCTURE

KNOWLEDGE, SKILLS, ATTITUDE

TALENT

VISION, MISSION, STRATEGY

SYSTEMS, TOOLS

PROCESS

CULTURE, VALUES