

Development Matrix for Agile Culture

SEE HOW TO DEVELOP YOUR TEAM'S CULTURE



Do you want to know how agile your team's culture is, and how to develop it?

The Agile Culture Matrix allows you to easily understand your team's culture using five stages and the seven DNA elements of cultural agility. For each of the DNA elements of cultural agility (columns), work out what stage (rows) your team is operating at. The online Pulse Survey for Agile Culture or Agile Culture Assessment Cards are effective ways to measure where your team currently sits in the matrix.

Once you know where you currently sit, you can plan with your team what's appropriate in your context – and how you're going to get there.

For tools, resources and consultants who can help, visit:

<https://www.agilebusiness.org/knowledge-base/business-agility-toolkit/the-pulse-survey.html>

Agile Business
Consortium



Agile Culture Development Matrix



Level	Purpose and Results (PR)	Agile Leadership (AL)	Well-being and Fulfilment (WF)	Collaboration and Autonomy (CA)	Trust and Transparency (TT)	Adaptability to Change (AC)	Innovation and Learning (IL)
Transformational	Organisational purpose is clear and compelling	Our leader(s) act in a self-less and supportive way	People have a deep sense of fulfilment and achievement at work	People have an appropriate level of autonomy to carry out their work	There is a complete honesty and transparency in day to day working	New ideas are quickly adapted if appropriate or discontinued if not	A growth mindset, strong commitment to reflection and learning
Thriving	Individual and team goals are aligned to organisational purpose	Our leader(s) take responsibility for their actions and admit limitations	People feel valued and content with work-life balance	Cross functional collaboration is how people work here	It is safe to challenge and question	Routine change well handled but transformation 'too risky'	Some experimentation and learning built in
Secure	Work is primarily driven by targets	Our leader(s) listen but do not always act on feedback	People feel pressured when targets are not met	There are long established functional silos	People's behaviours are having an adverse impact on trust	Some proactive continuous improvement	Personal development but subordinated to operations
Stabilising	Organisational purpose and goals are not aligned	Our leader(s) are authoritative and give orders	People keep their heads down, focus is delivering work	People are a pair of hands to do as they are told	People have a feeling of not being heard	'If it is not broken, don't fix it'	Personal development mainly for high potentials
Surviving	Change in direction and priorities are chaotic	Our leader(s) are working in a crisis mode	People feel demotivated and disengaged	People are working in a crisis mode	There is not trust among our people	Changes are chaotic and uncoordinated	Mistakes are buried not learnt from

Note: Indicative scoring alignment with Pulse survey results would be: 0=Disagree and Strongly Disagree, 1 = Slightly Disagree, 2 = Slightly Agree, 3 = Agree and 4 = Strongly Agree.



Licensed under Creative Commons - Attribution + ShareAlike