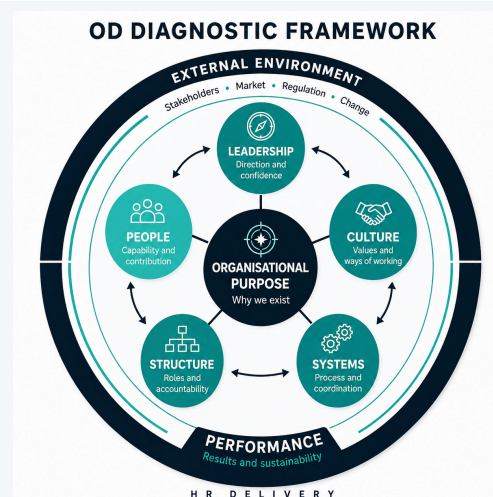


OD Diagnostic Framework

ORGANISATION DESIGN AND CHANGE MANAGEMENT

The OD Diagnostic Framework helps leaders understand the organisational conditions shaping performance, engagement and sustainable delivery. It examines the organisation as a connected system, bringing survey evidence, employee comments and facilitated discussion together so strengths, concerns and their likely causes can become focused improvement priorities with clear ownership, realistic milestones and agreed practical review points.



THE MODEL AT A GLANCE

The approach

The model uses 74 diagnostic statements across eight connected organisational dimensions. Survey patterns, written comments and facilitated discussion build a shared picture of strengths and pressures, helping leaders test root causes and choose focused improvements with clear ownership.

When to use it

- Review organisational health before agreeing the next set of improvement priorities.
- Test strategy alignment, resources and responsibilities before launching organisational transformation programmes.
- Investigate differing experiences across functions, sites or teams with sufficient responses.

What the model covers

External Environment • Organisational Purpose • Leadership • People • Culture • Structure • Systems • Performance

Value for your organisation

- Creates shared language for understanding the organisation as one connected system.
- Connects numerical patterns with comments and operational context for sound interpretation.
- Focuses improvement where evidence, organisational importance and capacity to act meet.

Put it into practice

Confirm scope, communications, confidentiality and reporting groups, then gather survey and qualitative evidence. Analyse patterns together and facilitate discussion about root causes. Select a few priorities with owners and milestones, review delivery and re-measure where useful.

Outputs you can use

- Executive summary and eight-dimension scorecard showing organisational strengths and material concerns.
- Structured comment themes and meaningful, confidential comparisons between appropriate organisational groups.
- Priority action plan with owners, realistic milestones and agreed review dates.