

NAVIGATING THE BADLANDS™

Organizational Readiness Assessment

How ready is your organization to thrive in the Badlands? Circle the number that most corresponds to the level of challenge you believe your organization will experience from each Badland's Pain over the next year - (1=very little challenge 7=very severe challenge)

- LEADERSHIP INSECURITY
- COMPETENCY ADDICTION
- VALUE VEXATION
- STRATEGY TRAGEDY
- TALENT TANTRUMS
- CUSTOMER CONUNDRUM
- ALLIANCE ANGST
- INFRASTRUCTURE ILLS
- IDENTITY CRISIS

 **"A pain is a strategic issue that causes an organization to make a change in direction ."**

 **Leadership Insecurity**
Fear, Inadequacy

Profound feeling of fear and inadequacy when once successful habits and intuition don't work.

1 2 3 4 5 6 7

 **Competency Addiction**
Euphoria, Smugness

Automatic use of outdated mindsets and behaviors successful in the past, to new challenging situations. "Memory substitutes for thinking."

1 2 3 4 5 6 7

 **Value Vexation**
Volatility, Disorientation

Fluctuating, new measures of value and diverse stakeholder expectations and demands make it difficult to communicate your value and gain support.

1 2 3 4 5 6 7


 **Strategy Tragedy**
Failure, Doubt

Carefully honed strategies don't bring expected results. Uncertainty makes foresight difficult and strategy is impacted from diverse unforeseen sources. Doubt about managing such directional complexity rises

1 2 3 4 5 6 7



INNOVATION, STRATEGY, RESULTS

 **Talent Tantrums** 1 2 3 4 5 6 7
Undesirable, Unfit

Skills and competencies don't seem to match environment. There is increasing volatility of employee commitment. Top talent is hard to recruit and retain.

 **Customer Conundrum** 1 2 3 4 5 6 7
Confusion, Fragmentation

Multiple niches of customers and clients, some demanding, smart, "infomated." increase intensity and cost of relationship management and achievement of satisfaction for both.

 **Alliance Angst** 1 2 3 4 5 6 7
Risk, sense of loss

Anxiety comes from managing the diverse, numerous relationships needed to be successful. It can be exhausting to continuously assess the value of individual partners. A sense of danger comes from collaboration around core competencies.

 **Technology Infrastructure Ills** 1 2 3 4 5 6 7
Frustration, blundering

New tools are often difficult to combine with outdated systems. Multiple alliances demands "outfrastructure" as well as robust infrastructure. There is a general feeling of ineptitude.

 **Identity Crisis** 1 2 3 4 5 6 7
Lack of self-confidence and Belonging

Identity fragments in response to uncertainties and shifts of key partners, customers, products and services. Shifting economic and social roles call purpose and fit into question.

**Total Pain Score
(average of numbers)**