

A RUBRIC FOR EFFECTIVE STRATEGIC EVOLUTION.

If key organisational dynamics are missing, that organisation becomes ineffective:

No Vision + *No Skills* + *No Incentives* + *No Resources* + *No Action Plan* = **INEFFECTIVE ORGANISATION**

Now consider these variations of organisational malaise:

No Vision + **Skills** + **Incentives** + **Resources** + **Action Plan** = **CONFUSION**
Vision + *No Skills* + **Incentives** + **Resources** + **Action Plan** = **ANXIETY**
Vision + **Skills** + *No Incentives* + **Resources** + **Action Plan** = **RESISTANCE**
Vision + **Skills** + **Incentives** + *No resources* + **Action Plan** = **FRUSTRATION**
Vision + **Skills** + **Incentives** + **Resources** + *No Action Plan* = **TREADMILL**

So for an organisation to be effective, it needs to have all those matters in place...

Vision + **Skills** + **Incentives** + **Resources** + **Action Plan** = **CONTINUOUSLY IMPROVING ORGANISATION**

(Source: Modified by Baker, 1997, from Le Roy, 1996; further revised by Hansen, 2008, 2010.)