OpenAgile™ Learning System™
Corporate Culture Assessment – Assessor's Guide

This assessment tool helps your organization to self-describe using three possible ideal corporate culture types: the Young Organization, the Self-Organizing Teams Organization, and the Traditional Established Organization. Your organization will likely be measured to fall in to a middle ground with characteristics from all three ideal types. By examining where the organization falls in relation to these three types, it is possible to identify both the obstacles to the adoption of OpenAgile as well as aspects of your corporate culture which will support the implementation of OpenAgile.

The OpenAgile Corporate Culture Assessment tool is designed to be filled out by multiple individuals working alone throughout a cross-section of your organization. Staff, middle-management, executives, people in various departments and people of varying degrees of seniority should all be given a chance to participate in this assessment in order to generate the broadest possible understanding of your corporate culture.

Each individual is given an electronic copy of the OpenAgile Corporate Culture Assessment – Individual Questionnaire. As an assessor, your instructions should be as brief as possible. Simply explain the mechanics of filling out the assessment and how the completed assessment should be returned to you. Refrain from explaining or commenting on the meaning of the questions in the questionnaire.

It is recommended that you place both an effort and calendar time limit on filling out the questionnaires. Since it is a relatively small number of simple questions, it should take no longer than one hour of effort to complete. The collection cut-off date should be clearly communicated both when the assessment is distributed as well as regular reminders up to the "last moment".

These questionnaires are deliberately not anonymous. Although this has the risk of skewing the answers, the value of being able to follow-up and ask clarifying questions is considered to out-weigh this risk. In order to disambiguate people and their responses, you may ask people to fill in an ID or sequence number in the Tracking section of the questionnaire.

Once all the questionnaires are collected, the results are collated to obtain the following data points:
1. For each ideal culture type, a minimum score, average score, and maximum score out of a possible sixty-five points.
2. For each attribute of each question, generate a minimum score, average score, and maximum score in the range of zero to five points.
3. Identify the attributes which have the following score distributions:
   ○ no one gave the attribute a score of 0 or 1
   ○ no one gave the attribute a score of 4 or 5
   ○ the attributes with the three narrowest score distributions (highest agreement)
   ○ the attributes with the three broadest score distributions (lowest agreement)

These data points then allow you to identify attributes that fall into two categories:
1. Attributes from the Young Organization or the Traditional Established Organization that will be *Obstacles* to implementing OpenAgile.
2. Attributes from the Self-Organizing Teams Organization that will be *Strengths* upon which to build an OpenAgile organization.

It is also important to identify attributes that require further investigation.

The OpenAgile Corporate Culture Assessment should be run with a large sample size once a year over at least ten years and with smaller sample sizes once a quarter otherwise.