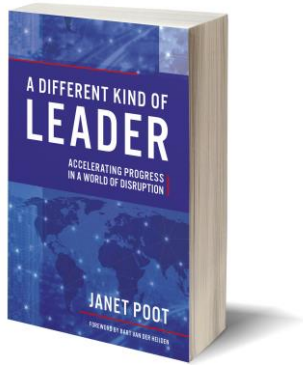


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RESPONDING TO INTERNAL FACTORS

AREA OF FOCUS	EXAMPLES OF STATEMENTS TO CONSIDER	✓ or X
Flatter organisation	<ul style="list-style-type: none"> * Your senior colleagues and you have adapted your roles and leadership styles to the needs of an evolving business structure * You are aware of changing team dynamics 	
Technology at work	<ul style="list-style-type: none"> * Your company discusses how best to respond to the further use of digitalisation in work processes * The policy of using HQ and satellite work spaces is consistent and supportive of the desired business culture * Technology is consciously applied to strengthen valuable face-to-face interaction 	
Ad hoc work mode	<ul style="list-style-type: none"> * You have taken time to observe whether this pattern is prevalent in your company * There is an acceptance that restricting this work mode will lead to more effective leadership * You are aware of what you could do differently to counteract this reactive task-driven leadership style 	
Engagement and productivity	<ul style="list-style-type: none"> * You are satisfied with the level of trust and clarity given to employees to enhance initiative taking, knowledge sharing, optimal productivity 	



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AREA OF FOCUS	EXAMPLES OF STATEMENTS TO CONSIDER	✓ or X
Focus on differences or similarities	<ul style="list-style-type: none"> * The right procedures are in place to capitalise on differences * You apply and encourage the use of questioning, listening and observation skills 	

Please use the blank cell to add any other area of focus based on your own business situation. Then put a tick or cross next to each statement to indicate if it is/is not applicable to you/your organisation. Then follow the steps as outlined in Chapter Two.