

ORGANIZATIONAL AGILITY BOOSTER

GET TO KNOW YOUR COMPANY!

To leverage the hidden potential in a faster and most effective way in your organization!

- Identify the parameters related to your organization's success
- Find out deeply how well you are ready for change for 'Whole Agility'
- Discover your unique strengths and also the aspects that need to be improved
- Measure the level of engagement, critical 'Activist' segments, find your 'Informal Leaders'
- Leverage your employee experience by participatory methods.

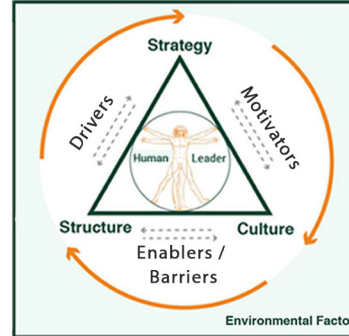


As a research backgrounded consultancy group having 20 years of people focused experience in many areas (from the extent of executing political campaigns to crisis management, including many strategic communication and community building projects), we created a **holistic, inclusive and measurable model** capable to convert (culture related) intangible insights into tangible values.

If you would like to know,
WHERE and HOW you will start your **INCLUSIVE Agile journey**,
START turning the pages...



OUR APPROACH sticks on research backgrounded analytical insight via participatory 'diagnostics'. It takes the 'human' into the core of the model, and connects the three pillars (Strategy-Structure-Culture) in a holistic way.



OUR AWARD-WINNING HOLISTIC MODEL helps us to understand your unique patterns in the company structure & culture, and also how they are aligned with company purpose.

Every company can thrive by understanding its 'uniqueness'

We know that,

if a company does not understand its alignment between 'Strategy - Structure - Culture' and not focus on 'the human' -who is expected to show high performance- any change will be incomplete.

WHAT YOU GAIN?

- **'Whole scan'** of the company enabling to understand the underlying dynamics
- Holistic business perspective to analyse 'As Is' & **prepare 'To Be'**
- **Articulation of purpose** and the level strategy alignment
- Customized roadmap to **close the alignment gap**
- **Unique** strengths and perceived challenging barriers
- **Drivers** to be more customer centric
- **Opportunities** to make processes leaner
- Capability to scale up team effectiveness (**Influencer Leaders**)
- **'Real' motivation factors** to create the commitment
- **'Solution Selling'** referring employees' own articulated problems
- Scrutiny of (sub)cultural patterns to the glue corporate culture
- Reasons **behind toxic behaviors** and possible anti-dotes
- Insights to become **more resilient**.



Every company is unique. Trying to put everything into a standardized framework and expect the best outcome is **not logical**.

The key to success for **'Whole' Agility** is to understand the underlying dynamics with a **holistic** mindset.

The first key pillar is culture. However, it is **not easy** to make it tangible and clearly connect it to a company's **"Why"**.

Solely understanding the culture is also not enough. You need to understand the **structure** too. Structure is the sum of your hard and soft resources (*from technical infrastructure to your work-force competencies*), and the way you prefer to use them.

To understand the whole dynamics (barriers, limiting structures, drivers, improvement areas, alignment level with company purpose) takes time and effort. Especially to create bottom-up energy and exploration takes even more work.

Hence, we created our **unique** and award-winning research **model** for **'designing the right thing'** to 'design the things right' in your organization in the shortest time.

IF you would like to know, **WHERE** and **HOW** you will start, **KEEP** on reading...

OUR APPROACH

Agile is 'Beyond Methodologies', it is about balance with Structure & Culture.

The tools and methodologies are relatively easier to learn but to convince people to use them and make a mindset change is not so easy. So, we put 'human' being into the heart of our model. This is critical because this helps us to focus directly on **'experience'** and **'behavior'**. And by focusing on understanding human behavior, your chance to get the best out of the tools is much higher.

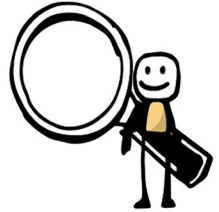
First, we understand how the **'Human Leader'** is connected with 3 pillars of your company:

Strategy – Structure – Culture.

Afterwards, we explore deeply **the unique binders of these pillars**, fast and clearly.

In short, our Model is a **Quick-Win** revealing the company dynamics in a holistic perspective and participatory way.

This effective **'Self-awareness'** phase opens the path to become a **'Learning Organization'** more easily.



WHAT IS AGILITY BOOSTER™?

Booster is a **'Whole Scan'** offering to find the **unique** way to reach your highest performance by identifying your own parameters related to your organization's success.

These parameters are the **health binders** of a company's eco-system. To know the strong and weak binders allows you to nourish the main body more accurately, and cultivate together.

With our **formula**, we can analyze the parameters in details, explore the cultural (sub)patterns and measure their correlations. It provides valuable insights about your company and detects your unique enablers/barriers, capabilities, motivation factors and driving forces.

The best part of this holistic scan is that it **pinpoints where and how** you should start in a **balanced stability and agility!** The value is the key to quickly reaching your true potential.

$$\frac{\text{DRIVERS} + \text{ENABLERS}}{\text{BARRIERS}} = \text{Motivation} \times \text{VALUE}$$

HOW IT'S DONE?

1. Phase

■ Preliminary Study

- 30 min interviews with senior managers
- Focus groups with employees from different layers.



Customization of Survey

2. Phase

■ Booster

- 10-15 minutes online survey sent by e-mail via independent research company
- Analyzed by Qualtrics

3. Phase

■ Research Results

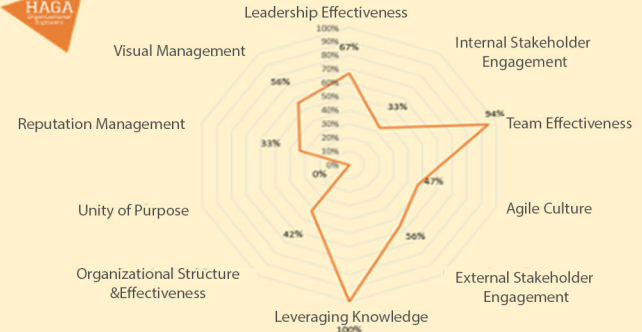
- Executive and detailed report covering:
 - All parameters
 - Informal Leaders
 - Priorities
 - Improvement areas
 - Roadmap for 'Whole' Agility.



Research Model can have two alternative use:

1. Quantitative and qualitative research can be fully conducted (covering all 3 phases)
2. Only quantitative analysis can be applied (including 1st & 3rd phases, skip 2nd phase)

Organizational Agility Booster



In short, the model helps you to understand:

- Know your company's enablers, barriers, drivers, and motivators
- Your level of purpose alignment
- The cultural patterns

Use these pieces as a pin-pointed start to reach 'whole Agility'.

WHY BOOSTER™?

Why Organizational level Agility may fail?

- Underestimating **Self-awareness** zone or skip it,
- Not spending time on what **Value** means and not properly **communicating**,
- Not creating **Psychological safe** environment,
- Not closing the **alignment** gap between individual and organizational **purpose**.

Booster™ helps us to explore these challenge spots and overcome them with participatory methods. We suggest:

- Know your company,
- Get real insights, and
- Use your Informal Leaders.



* These are given as examples. Since every company is unique, they may change accordingly.

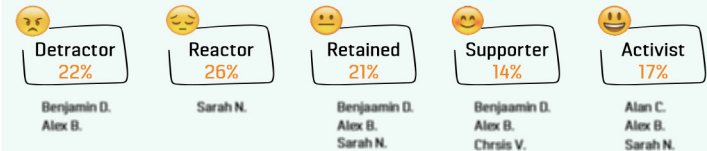
WHAT IS ONA?

- Determines critical employee segments and whether employee engagement is an enabler or a barrier
- Reveals whether there is **resistance to change**
- Identifies '**Informal Leaders**' who will become the role models in implementing change programs.

INFORMAL LEADERS

Informal Leaders are the employees [independent from their titles] whom are trusted from all engagement levels. There are always common names.

We believe, **for a change to succeed**, a company should select a leap project containing its Informal Leaders who are worth of gold and increase their competencies.



GO FOR ACTION

We ALL have to fight a "two-front war": to win the market and customers (**external front**) and establish core business system and culture (**internal front**).

How will you fight if you do not know enough your internal your internal capacity and how to use them?



If you want to learn **HOW IT IS DONE**, please turn the page...

HAGA Organizational Explorers is a dynamic Dutch – Turkish joint venture company. Based on 20 years of extensive experience and our unique blended services, we provide customized *Agile and Business Solutions* dedicated to your business objectives with a global approach.

HAGA Organizational Explorers, provides a window of opportunity to explore your company's highest potential by;

- Research and Analysis
- Communication Strategy Development & implementation
- Building Long-term (internal & External) Stakeholders' Relations
- Cultural Change Management
- Organizational Agility (including Customized Trainings, Coaching & Consultancy)



We are passionate to work for the companies who want to:

- Understand their enablers/barriers and see their measurable impact on company performance
- Keep their competitive advantage with Agile way of working
- Increase collaborative culture
- Find their Leverage Project and Informal Leaders
- Develop themselves on Agile Mindset and Leadership, increase their Business Agility
- Not only bounce back but bounce forward their organizations from challenging / crisis situations.



**If you would like to hear more,
We are ready to spread new way of
working:**

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