

agile42 OrgScan FAQ

What is the agile42 OrgScan?

The agile42 Organizational Scan (short: agile42 OrgScan) is a unique tool we have developed in partnership with Cognitive Edge, a research and development company in the area of complex adaptive systems. With the agile42 OrgScan, we and you can collect real-time data in the form of narratives about decisions made within the organization and their interpretation by those affected.

What is the agile42 OrgScan not?

- It's not a multiple choice questionnaire, but it's up to the person capturing decisions to interpret the context and give it significance.
- It's not the endpoint, but a starting point for co-creating change strategies.
- It's not a reporting tool for management, but an application accessible to all participants that monitors and reflects changes in the organization.
- It's not a tool that exposes the identity of individuals, but all data is kept anonymous. The agile42 OrgScan is compliant with the EU General Data Protection Regulation.
- It's not a one-off, static exercise, but a continuous initiative for monitoring and processing data.
- It's not a yes or no answer to a problem, but it helps people understand the nature of the problems they face in their daily work.

How does agile42 OrgScan work?

Participants capture stories about decisions they or someone else within the organization made that had a direct or indirect effect on the participants themselves. We then ask the participants to interpret the story in respect to various parameters in order to get a better understanding about the context of the decision.

The interpretations of the stories become data points that are then aggregated. This is used to create an image of the organization in which patterns emerge that provide insights into the behaviours, decision-making processes, and, ultimately, the company culture.

Because the survey is continuous, it is possible to identify changes over time. agile42 OrgScan can, therefore, be used to validate experiments, pilots and other changes in the organization.

How often do I need to capture stories?

The best analysis is ideally based on everybody capturing 1-3 stories per week over 6 to 8 weeks. Don't worry, this only takes about 3-5 minutes.

What are the steps of the agile42 OrgScan?

- We begin by creating your company's own instance of the tool, designed according to your unique context.
- We then conduct a workshop in which we explain how it works and how to capture stories. Besides leadership, we also want to invite to this workshop employees from all levels and a variety of roles who will act as multipliers and promote the use of the tool within your organization.
- The capturing phase can then start. This generally lasts 4 to 8 weeks, depending on the size of your organization. Participants are asked to describe a situation where a decision was made, either by them or that impacted them. Ideally, every participating employee will enter 2-3 stories per week. This will provide the necessary data for a meaningful analysis.
- We then analyse the data and start formulating hypotheses about what we see as emerging patterns, which describe your company's context and decision-making processes.
- During a 2-day assessment at the end of the capturing phase, we hold a workshop with your leadership team and conduct interviews in which we try to validate our hypotheses.
- At the end of the assessment, we are then able to present our results and recommendations for improvement, which form the basis for a strategy for change.
- We encourage your employees to continue capturing stories during the improvement phase, so that we will be able to measure the impact of change and direction of improvement.

What do I get from the agile42 OrgScan?

Don't take this as only a report.

This analysis helps you create strategic change initiatives based on real-time empirical data, rather than opinions, gut feelings, and assumptions. You get a real picture of your organizational culture and how you actually make decisions. It is difficult to make strategic choices based on the holistic view of a system when you are inside the system. The OrgScan will give you objective data on how things are rather than what you want or imagine them to be, and this is valuable for driving change.

What type of stories are collected?

The stories should be about decisions that:

1. you heard about
2. you made directly
3. you made as part of a group

which directly or indirectly affect you within your organization.

What is the cost?

Please contact our offices for more information regarding pricing: office@agile42.com

How long does it take to get useful results?

It takes 6-8 weeks to collect the data, including the analysis and the 2-Day Organizational Assessment with your leadership team.

Who is involved in the agile42 OrgScan?

It depends on the size of the organization but ideally we would like everyone to participate. Only in this way can we form a comprehensive picture and collect reliable information.

How long does it take to capture a story?

The first time you capture a story it takes about 6 minutes, but with some practice it can be done in less than 4 minutes.

I don't understand these questions!

Some of the questions in the decision-capturing tool are deliberately vague and ambiguous, because it is very important for the final result to leave room for your own interpretations. Go with your first instinct and you will notice that the process gets easier as you get used to it.

Is my data secure?

Results are collected anonymously, since this is not about individuals. The agile42 OrgScan is in compliance with the EU General Data Protection Regulation. When a story is inserted into the system, it is disconnected from the storyteller so that it can't be tracked back to an individual. We store only general demographic information and your Leadership team cannot see individual answers, only aggregated data. For more details, please contact our [offices](#).

Why do I need a personal login anyway?

A personal login has a range of uses: firstly it makes entering stories easier for you, since you do not have to re-enter your demographic data every time you capture a decision. Second, it ensures that only personnel in your organization have access to the agile42 OrgScan tool. Finally, your account can be deactivated or reactivated at any moment as needed, making dealing with changes in personnel easier. Remember that, as mentioned above, the connection to your login disappears when you finish capturing a decision.

How can we motivate people to write stories?

If you want your employees to engage with the tool, it is important for the leadership to explain the reasoning and motivation behind it, as well as what information it will provide and how you hope to use it. Engage people in the process as much as possible so that they understand what their time investment means. You can amplify this by selecting people who are committed to the process of the coming change who will act as multipliers in the organization.

Who is a multiplier?

A multiplier is someone within the organization who can explain the motivation behind using the tool and who can help and support others in capturing their story.

For how long is the data stored?

This depends on use, but definitely at least until the initial Assessment, for which they are necessary. You can tailor the process to your own requirements and agree on when you would like data to be deleted.