

Organizational Analysis Possible Areas of Focus

- 1 = "Bay Program: Communications Audit and Strategy, ChangingMedia (2016)
- 2 = "Chesapeake Decisions User Research Report," CSRA (2016)
- 3 = SRS Survey, CBPO (2019)

Satisfaction

- Management/Leadership (2, 3)
- Understanding of mission and vision
- Empowerment
- Team membership (3)
- Social interaction (1)
- Appreciation
- Commitment
- Identification
- Engagement (3)

Structure

- Optimize vertically and horizontally (horizontal connectivity)

Performance

- Are accountability systems evenly applied?

Skills

- What new skills are needed to achieve goals and given technology changes?

Culture

- Respect/Fairness (2)
- Trust/Integrity (1, 2)
- Honesty/Clarity (2, 3)
- Change/Adaptability (2, 3)
- Results Orientation (2, 3)
- Teamwork
- Responsibility/Accountability
- Learning (2, 3)
- Meaning/Purpose
- Communication (1, 2)
- Transparency (2)
- Freedom to voice opinions (no fear of reprisal)
- Objectivity in decision making
- Goals/Strategy orientation (2, 3)
- Collaboration (1)
- Innovation (2)