

Organisational LEVEL: Ask Questions such as:	Notes
Environment <ul style="list-style-type: none"> • What are the key environmental forces impacting ECU? • What are the current challenges for the organisation? 	•
Purpose, Vision, Values <ul style="list-style-type: none"> • How is ECU achieving its vision? • Can employees articulate the purpose, vision and values? 	•
Strategy <ul style="list-style-type: none"> • What is the organisation's strategy trying to achieve? • What is distinct about this organisation? 	•
Structure <ul style="list-style-type: none"> • How is information shared (formal and informal channels) across the organisation? • Are there adequate human resources to complete the objectives? 	•
Systems, Processes & Non-human resources <ul style="list-style-type: none"> • What are the primary business and technical systems that drive the organisation? • Is there adequate equipment to achieve the organisation's strategy? 	•
Task and Skills <ul style="list-style-type: none"> • Is there clarity and consistency around job roles and titles? • What skills are used to deliver the core products and / or services? 	•
Relationships <ul style="list-style-type: none"> • What is the relationship between the UE and other employees? • Is there a culture where employees are able to express themselves openly and honestly? 	•
Leadership <ul style="list-style-type: none"> • How do employees respond to senior management/leadership? • Do Schools & Directorates function competitively, collaboratively, or cooperatively? 	•
Performance <ul style="list-style-type: none"> • How do you ensure that you collaborate with customers to meet ECU KPIs 	•