

## Remarkability Review Date:

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**Good** rating signifies basic standards of performance are being achieved; **great** signifies performance is better than basic, and **remarkable** signifies conspicuously extraordinary performance

	Current Performance			Agreed actions to be taken in the next 90 days
	Good	Great	Remarkable	
<p><b>People feel valued</b></p> <p>People are recruited for value delivery role/s and for willingness to live values.</p> <p>Role Clarity Statements (RCS) articulate purpose, value deliverables and to whom.</p> <p>Induction/onboarding begins unleashing and enhancing gifts.</p> <p>Personal and Team Performance Improvement Plans are conversation focusing tools along with RCS.</p> <p>L &amp; D framework in place and successfully unleashing and enhancing gifts.</p> <p>Leadership is the art of ensuring people feel valued.</p> <p>There's a culture of catching people doing the right thing and being appreciated for doing so.</p> <p>Individual and team scorecards show progress in meaningful work.</p>				

	Current Performance			Agreed actions to be taken in the next 90 days
	Good	Great	Remarkable	
<p><b>People live values</b></p> <p>The organisation's reason for being (purpose) is clearly articulated and understood as being very different to their results.</p> <p>There's an intimate awareness of who the organisation serves and the challenges they want to overcome, problems they want solved, and desires they want to fulfill.</p> <p>Values are in alignment with above and are articulated as 5 or less behaviours.</p> <p>People are held to account.</p> <p>Persistent failure to live values means dismissal. No-one is any doubt about this or immune from it.</p> <p>Candid and convivial communication and conversations underpin the culture.</p>				

	Current Performance			Agreed actions to be taken in the next 90 days
	Good	Great	Remarkable	
<p><b>People deliver value</b></p> <p>Must Have's, Should Have's and Nice-to-haves (value) documented for all stakeholder groups and under continual review.</p> <p>There are agreed processes in place for:            ✓Major decision-making            ✓Change            ✓Business development            ✓Workflow            ✓Turning information into insight into inspiration into ideas into innovation.</p> <p>Operating policies, procedures, practices, and system mean it's simple for people to deliver value.</p> <p>At transaction and interaction levels everyone is empowered to make decisions.</p> <p>When a problem occurs opportunities are taken to innovate rather than simply solving the problem and returning to the status quo.</p>				

If you like some help in undertaking this remarkability review or in taking action in the next 90 days please telephone Ian Berry on +61 418 807 898.