

## 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.

Valued, Values, Value is Ian Berry's foundational model for building and sustaining remarkable workplaces:



Leadership is the art of ensuring people feel valued



Management is the practice of ensuring it's simple for people to deliver value



Culture is "What it means to be human here."  
Michael Henderson

Who Before Do  
We Before Me

