

Broster Buchanan

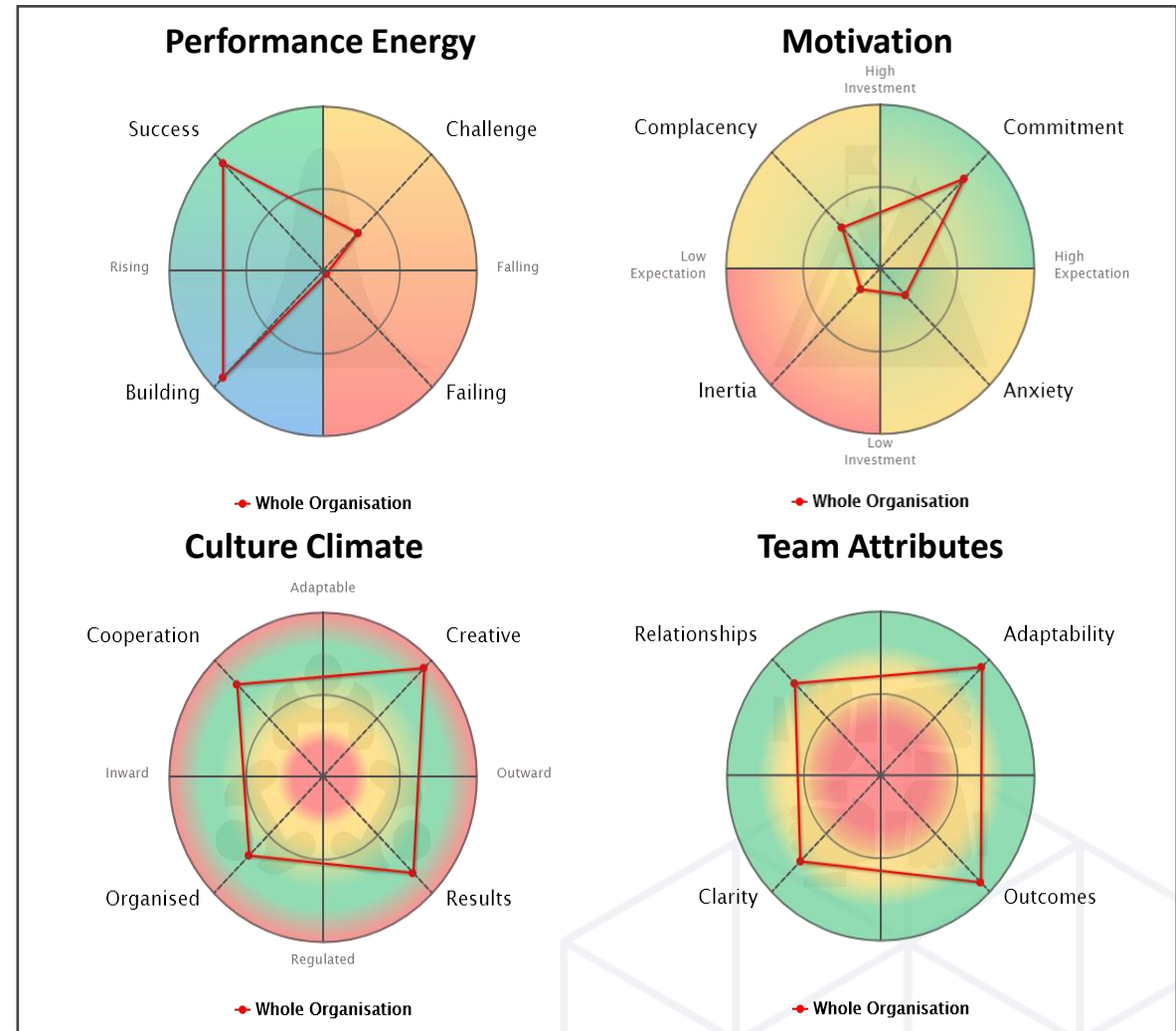
There are great levels of innovation / creativity and use of initiative but be careful this energy does not overwhelm the capacity to deliver, especially as individuals may not be bringing sufficient clarity and direction to teamworking.

This report highlights more than one instance where there is a substantive difference of perception between different groups of people (demographics) about the same subject areas, the most notable of these being between Managing Director and Consultant regarding Challenge.

There is a prominent cultural orientation for *cooperation* suggesting a very person-centred working environment that places value on people, teamwork and loyalty.

Leaders maintain a good balance of challenge and support for their people.

People have identified a range of success indicators, but also sufficient ongoing creative disturbance to suggest the organisation is actively working through areas of adaptability. This is a pivotal point for the organisation to consider what comes next.



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The level of ongoing change activity suggests that people are not complacent about performance.

People perceive the organisation to be very successful indicated by good internal and external relationships that have led to consistent and productive delivery. But, what next?

Teams are aware of their customers' needs.

There is a keen awareness that good outcomes really matter.

Commitment in teams is likely to be enabled by leaders who understand and apply a good balance of challenge and support.

People are determined not to let obstacles or setbacks detract from trying to improve performance.

High emphasis on *results* and *cooperation* tend to indicate results *through* collaboration in a mature organisation, or the unresolved tensions between the two orientations in a young organisation.

