

Delta Method organization canvas

Name: Date: Version:

Organization of work

- What does the organization of work look like?
- What are the main features of the parts below?
- Are they coherent?
- Do they reinforce each other?
- Which elements are important for the change initiative?
 - Structure
 - Processes
 - Leadership & governance
 - Labor (knowledge, skills)
 - Behavior & culture
 - Technology & tools
 - Suppliers & partners (see below)

Inspiring purpose and actionable core values

- What is the purpose of the organization? To what extent is the purpose known? Does it guide people in their work?
- What are the core values? To what extent are they known? Are they a compass for policies, the organization of work, and behavior?
 - Does the change initiative contribute to the realization of the purpose? Is there a connection with the core values?

Environment

- Which environmental factors and which external developments are important for the change initiative?
- Relevant suppliers, partners and other stakeholders?
How do they influence the initiative or are they influenced by it? Action needed? Inform them, involve them, collaborate with them?
- Competitors or other organizations with similar products or services?
How does the organization distinguish itself? Relevance to the initiative?
- Relevant developments?
Demographic factors? Economic or technological trends? Political, social or other developments?
- Which (new) policies, laws or regulations will the organization face?

Strategy

- What value is created and for whom? Who are the customers/buyers? What needs do they have? Which products or services are delivered to them?
 - What is the distinctive capability of the organization? To what extent is there a structural investment in the capability?
 - What are the strategic goals and priorities for the coming years? Does the change initiative relate to them? How? Need for prioritization?

