

## GIT 6 Work Item Backgrounder

### Organizational Analysis

#### **Relation to Enhance Partnering, Leadership and Management Goal Implementation Team**

**(GIT6) Mission:** GIT 6 is responsible for continual awareness of the health and efficient operation of the Chesapeake Bay Program organization. Assessing the status of key organizational factors and, if warranted, planning interventions to improve in those key areas is in keeping with the GIT 6 mission.

#### **Purpose:**

- Be responsive to input from organizational members received during various discovery projects and surveys of CBPO members
- To help strengthen the organization in preparation for challenges leading up to 2025
- Other?

#### **Initial organizational factors considered:**

Factor *	Description – <i>We are asking ourselves ...</i>
Respect/Fairness	Are resources allocated fairly; are decisions fair; are members treated fairly?
<b>Trust/Integrity</b>	Do we see leaders as credible, transparent and trustworthy? Do we have strong cultural norms regarding trust?
Honesty	Do members mean what they say and value honesty over avoidance or achieving personal agenda?
Clarity of Values	Do we have shared values that guide how we work?
<b>Change/Adaptability</b>	How quickly do we adjust our business processes?
Results Orientation	Are we outcome oriented versus process oriented?
Teamwork	Are teams healthy, productive and efficient?
<b>Responsibility/Accountability</b>	Are responsibilities clear and is accountability consistent?
Learning	Do we value learning and continuous improvement?
Meaning/Purpose	Do we emphasize mission and the greater meaning and purpose of our work?
Communication	Do we use face-to-face, written and other channels to effectively communicate at the team and organizational levels?
Transparency	Do we share and keep everyone in the loop? Are decisions explained fully including all rationale?
Freedom to voice opinions	Does the organizational culture encourage, reward and make it safe for members to speak freely?

Objectivity in decision-making	Are decisions unbiased by assumptions and individual motivations?
Goals/Strategy orientation	Are we strategic in planning and are our goals results oriented?
<b>Collaboration</b>	<i>Team level:</i> Do members bring unique perspectives to the table and look for innovative ways to leverage resources? <i>Organizational level:</i> Are there minimal impediments to groups coming together to achieve shared goals?
Innovation	Do systems and cultural values promote and reward new ideas, technologies and business methods?
Management/Leadership	Do we recruit strong managers and leaders and are they learners who continuously improve their leadership skills?
Empowerment	Do members have a voice in decision making?
Team Membership	Are teams open, inviting and inclusive and can newly-joining members find a home-team?
Social Interaction	Do we take time to build relationships through social interaction?
Appreciation	Do we encourage each other's hearts through recognition and reward?
Commitment	Do members stay because they want to as opposed to because they have to?
Identification	Are member's sense of self partly based on their affiliation with CBP?
<b>Engagement</b>	Are members motivated to contribute to organizational success giving fully of themselves?
Vertical connectivity	Do we work effectively across the organization?
Horizontal connectivity	Do we work effectively up and down the organization?

\* *Bold indicates top ranking in November GIT 6 survey*