

CHECK ORGANIZATIONAL RESILIENCE

Company, Organization: _____

Note: For the sake of simplicity, the questionnaire uses the masculine form. However, the questions and statements are gender-neutral and apply equally to all people.

Hint

In times when rapid and constant change is the rule rather than the exception, companies / organizations are more than ever required to adapt in a timely and market-oriented manner. This is called organizational resilience! This can be partly necessary for a company in the VUCA world to survive.

Is your company/organization flexible enough in terms of alignment, organization, processes and culture to anticipate and implement relevant change?

Do you know whether your company has the necessary flexibility to be able to deal with change in a timely manner? Do you know the areas in your organization where there is a need for action?

This questionnaire will help you to get an initial overview.

The questions are based on the ISO standard 22316 'Organizational Resilience'. This standard helps companies to analyze the factors that are relevant for a timely response to threatening change in the environment.

Guide

For each question, fill in the value that you spontaneously think is right. Be honest with yourself and the situation, the results are especially meaningful for you.

Assessment

1 / Green:(fully true)

→ They have no need for action. In this point, your organization is fit. Congratulations!

**2 / Yellow:
(partially true)**

→ You have a need for action on this point. It is worthwhile to analyze the area better and to include and address any measures.

**3 / Red:(does not
apply at all)**

→ At this point, your organization is at risk and even vulnerable. Start an analysis immediately in order to quickly assess the risk potential and to plan and initiate the necessary measures.

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No.	Question	Answer
1.	There is a documented mission statement (mission, vision, culture) that is accessible to all?	_____
2.	We monitor the market situation and the relevant influencing factors for our business on an ongoing and proactive basis.	_____
3.	We have leaders who support organizational resilience and change.	_____
4.	Our actively cultivated corporate culture supports us at all levels in maintaining organizational resilience / flexibility.	_____
5.	In our company, all necessary knowledge is available and documented. The knowledge is shared, the employees have access to it at any time.	_____
6.	We have the resources to react quickly to change.	_____
7.	We cultivate a culture of continuous improvement and have established the necessary processes.	_____
8.	Our company has the ability to anticipate and manage change in a timely manner .	_____
9.	We have a clear business model , it is well documented and known to all relevant bodies.	_____
10.	Our organizational structure is clear. It can be flexibly adapted to market requirements.	_____
11.	We have an up-to-date process map . We can quickly adapt processes to new requirements.	_____
12.	Our ICT architecture is documented and actively maintained. It is well integrated, modular. Our IT solutions can be adapted to new requirements in a timely manner.	_____
13.	The distribution of tasks in our Board of Directors and our Executive Board is clearly defined and coordinated.	_____

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14. In our company, all **management disciplines** (see questions 15 to 31) are coordinated in such a way that we can react quickly and uniformly to relevant changes. _____
15. Corporate **governance and control** responsibilities are clearly distributed. Regular transparent reporting to the Executive Board is ensured. _____
16. Our **strategic planning** can react flexibly to changes, crises and threats. _____
17. Our **financial control** reports current figures, reporting to the management is guaranteed at all times with up-to-date information. _____
18. Our **personnel management** can react flexibly to changes, crises and threats (number of employees, necessary experience / skills). _____
19. We have established an appropriate **risk management** system that supports us in identifying dangers and being able to govern them adequately. _____
20. We have established an appropriate **quality management** system that supports us in identifying problems and governing them. _____
21. Our **Business Continuity Management (BCM)** ensures a timely continuation of business activities in the event of a crisis. _____
22. Our **crisis management** organization is able to take immediate action in the event of a crisis and to involve the right functions for crisis management. _____
23. The responsibility for **communication** is clearly defined in our company. If necessary, we are able to quickly ensure the right communication to relevant target groups. _____
24. We are aware of the risks of fraud and have defined appropriate measures to **combat fraud**. _____
25. We have ensured that our business-relevant information and data is secure (**information security**). _____
26. We are well protected against **cybercrime** and can withstand any attacks. _____

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- 27. We have defined responsibilities and processes to ensure the **physical safety** of our employees, buildings and material resources. _____
- 28. Our **company health management** ensures that the health of our employees is protected. _____
- 29. Our active **environmental management** ensures the protection of the environment and can actively respond to threats and crises. _____
- 30. We have transparent **asset management** and can react quickly to new requirements in the event of a crisis if necessary. _____
- 31. The responsibilities in our **facility management** are clearly defined, and the responsible function can react in a timely manner in the event of a crisis. _____

Key figures

	In CHF	Growth in %
Turnover Company Total last period		
Area / Product Group A		
Area / Product Group B		
Area / Product Group C		
Capitalization rate	Equity	Outside capital
Roi	Return	Return on borrowed assets
Fluctuation last year & the year before	Last year	Year before
Number of employees (number / FTE / PAC)	Last year	Year before

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Does the result surprise you or does it meet your expectations?

Make an appointment with us NOW to make the complete analysis and describe the right measures for you.

It is a good feeling to know the risks and to actively maintain organizational resilience. Position yourself as the company of the future in the world of work 4.0 and the VUCA world.