

ASSESSMENT TOOL

HOW FUTURE READY ARE YOU?

START YOUR ASSESSMENT



INTRO & BACK-STORY

- ◆ There are many ways to prepare a business for the future
- ◆ This tool is based on years of The B Hive experience
- ◆ It can be applied across all kinds of industries
- ◆ Designed using intuitive thinking rather than science
- ◆ It is diagnostic and acts as the first stepping stone

HOW TO USE THE TOOL

In just a few minutes by completing this short assessment tool, you'll see just how prepared you are for the future and where, if at all, your weak spots lie.

- ◆ There are seven topics covered by the tool
- ◆ Each topic has one statement and three responses
- ◆ Answer which you feel the strongest pull towards
- ◆ Count up how many A's, B's and C's you got
- ◆ At the end is a short diagnosis



1. MINDSET

Having the right mindset is crucial for any organisation who is serious about future success. A growth mindset rather than one that is fixed is imperative today as well as cultivating a culture which is conducive to innovation and fosters collaborative ways of working so that creative minds can flourish.

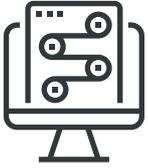
- A** We are quite a conventional company and have a preferred way of doing business which some might call old-school but employees are pretty happy.
- B** My organisation is focused on core business, delivering KPI's, meeting milestones and avoids consuming energy on anything that is considered non-core activities.
- C** My culture encourages people to think differently and work freely; it's a place where you can go out on a limb knowing you're supported throughout the good and bad times.



2. STRATEGY

The approach any business puts in place to help achieve strategic goals in the short and long term will have a huge impact on how future-ready it will be. A key factor in success is capitalising on emerging trends and insights where growth opportunities reside.

- A** We have an action plan for the next 12 months, monthly targets and our focus is on core business.
- B** I know the business has a plan which is set in stone at the start of the year and I'm pretty sure we tick most of the boxes when it comes to reaching our financial goals and bettering our existing processes and margins.
- C** Everything our organisation does takes into consideration all those involved and we go above and beyond to seek out new business opportunities and revenue lines that require upfront investment.



3. SYSTEMS

How an organisation operates to get things done and what steps it takes to strengthen its ability to innovate greatly influences the level of success that it can achieve in the future. Everything from day-to-day functions, systems and processes, how decision-making is dispersed and the pursuit to do more than drive business efficiency and effectiveness.

- A** We have an adhoc innovation system which generally sees a few ideas tested and developed each year although the time taken to move from invention to commercial exploitation could be years in the making.
- B** We are currently going through an expensive and challenging stage where the business is becoming more digital and mobile focused and re-inventing products, processes and services.
- C** Our open and network structure allows ideas to flow regularly and we have developed a reliable innovation system, we are a learning organisation and we see innovation as increasing our output and shareholder value, a key indicator of sustainability.



4. TALENT

An organisation's workforce is one of, if not the, most valuable asset and having a diverse blend of employees will undoubtedly affect performance in the future and the right talent management strategy extends across the business whether attracting or maintaining employees.

- A** Retaining our top talent, managing turnover to minimise loss of corporate knowledge and investing in training and development is essential.
- B** We have created a more inclusive and open working ecosystem that facilitates a more collaborative and flexible way of working that appeals to all demographics
- C** Our workforce is a blend of interim and permanent workers, we offer flexible working conditions and are advocates for working across departments and levels, to experiment with new ideas. We empower our people to contribute their ideas in meetings or forums to encourage an inclusive, open and cohesive culture.



5. TECHNOLOGY

Since technology now plays such a significant role in all aspects of business internally and externally, gone are the days of IT procuring laptops and fixing computers. Technology now drives operations at every level of the organisation and IT is now a linchpin in helping transform organisations.

- A** We only have a few tech guys in the office but they are always happy to help when there's a problem with your computer or you need some new software.
- B** Almost everything we do nowadays involves our technology team and the team has tripled in size, they are a huge support for the flow of day to day business.
- C** Our IT department has shifted from a cost centre to a business partner across our organisation and we see managing technology as a strategic asset and critical to the future of our business.



6. SKILLS

The business world is changing at an unprecedented speed and so too are the necessary capabilities required to keep-up. How quickly your workforce can adapt to these changing needs and more importantly how businesses can support employees through this transition is one of the keys to future success.

- A** There are a few different ways that staff have access to education and development and the more senior you become the more opportunities you have to learn.
- B** We have a good mix of internal and external learning opportunities that occur every other month and staff can 'apply' to attend specialist development programs.
- C** Employee development is taken very seriously from the onboarding on day 1 to the range and styles of learning options, exposure to cross functional teams and projects, and a proactive plan to help fine-tune and develop their skills.



7. CUSTOMERS

Organisations have never been so intensely focused around the customer and their needs as they are today. In order to be future-ready, it is critical to cement decision-making across all business functions that impact core segments as well as help identify emerging customer opportunities.

- A** We have a bi-annual online tracking study which provides a lot of data about customer attitudes, perceptions, usage and behaviours.
- B** There is a vault of data we have access to and mostly we are able to respond in a relatively timely manner should there be any significant changes in market.
- C** Many different kinds of data streamlined and disseminated regularly but key for us is hosting consumer forums every quarter with key stakeholders and even partners.



RESULTS

For additional detail around what this diagnosis means, contact The B Hive

MOSTLY A

Unfortunately there is much work to be done. It appears your business is not fully aware of the dramatic changes taking place out in the real world. There is little evidence of change or progress which means there is a strong chance that your business is going to suffer sooner rather than later.

ACTION

Review assessment with all senior management and agree a way forward.

MOSTLY B

Your efforts should be commended. It seems your business has started to take the necessary steps to ensure it remains competitive in the future although there are some areas which clearly need some level of attention if you are serious about being future-ready.

ACTION

Identify 2-3 weak spots impacting the business today and put rigorous future-ready plans in place over next 6 months.

MOSTLY C

Congratulations for being one step ahead. It appears your business is well informed about future developments and has taken a variety of steps to ensure the staff and business are as ready as they can be for anything that comes their way, but now is not the time to be complacent.

ACTION

Assess what areas can be improved in the short term and plan to tackle the weakest to gain further competitive advantage.