

# INQUIRE:

## The Agile Diagnostic

### Organisational Insight

INQUIRE is a highly collaborative diagnostic tool designed to help organisations better understand what they are.

The process actively involves staff and provides detailed, evidenced-based insights into organisational performance and culture. These observations provide a rich understanding that can be used to facilitate renewal and change.

INQUIRE is a simple tool which can be applied to many aspects of an organisation's activities.

### For example:

- Project delivery mechanisms
- The workings of senior leadership teams
- Organisational culture
- Teams and groups undergoing acute change

We have applied INQUIRE in several organisations, resulting in an exceptional response. Our clients have found the approach to be a highly-effective way to appreciate how parts of the organisation really operate.

### How it Works



### Benefits

- Supports Return on Investment (ROI) measurement for training and development interventions
- Eliminates wasted time and money for organisations and individuals grappling with a situation that is not properly understood
- Analysis is underpinned through academic research
- Active engagement of staff at the beginning of a change process
- Ensures subsequent training or development is relevant, focused and contextualised
- Balanced analysis reveals strengths and weaknesses
- Independent observation offers fresh insights
- Generative process helps create new ways of working
- Findings can act as a benchmark for current and future initiatives

### Quotes

**“We were impressed how fast and how well you understood the business”**

**“The diagnostic work made the training relevant and focused – it was an absolute necessity”**

### The INQUIRE Team

We have a highly experienced team who are able to work positively with staff to understand how an organisation really works.

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