

**Systemic
Ecosystem
Analysis**

**Unveil the hidden
dynamics within
your organisation
to boost
Change!**



Imagine the future.
Make it happen.
Create value.

A look behind the scenes

When an organisation evolves, it frequently develops **dynamics that are not always visible or under control**. This can result in silo cultures, affect cross-functional collaboration, negatively impact important HR KPIs like unwanted staff turnover, employee engagement, and long-term absences, for example. These dynamics can also **jeopardize Change Projects**.

By shedding light on these interactions, the mutual influences, the different types of personalities of collaborators and their attitudes, and the underlying culture, it becomes possible to tailor transformation plans using the dynamics in a positive way.

An organisation is also a system!

Each **organisation functions like a system** where people, groups, and units have mutual and sometimes complex influences. These influencing factors can **develop a momentum of their own** and thus make management considerably more difficult. For this reason, AGILIS applies a tailored version of **Systems Theory** to capture and visualise these interactions and the associated momentum.

An ecosystem analysis conducted by AGILIS focuses on the internal and external ecosystem of a company. By **clustering behavioural patterns, beliefs, and convictions**, it becomes possible to derive **employee archetypes and their properties**. This is valuable information for the design of Change and the Communications Plan - or simply to understand why Change did not happen in the past despite elaborate Change Plans.

Organisational dynamics are intimately linked to Corporate Culture. In any company, past events leave their traces in the beliefs and behaviour of staff and can propagate across entire teams or departments, even if the responsible individuals are no longer part of the organisation. At AGILIS, we call this **Cultural Latency** and can identify where it occurs and what triggered it.



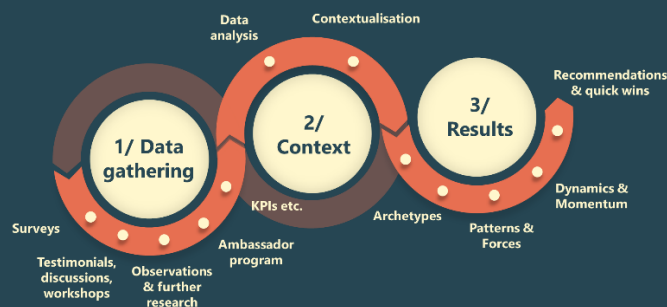
The result of the analysis is not a long and complex report, but a **series of animations and visuals that make important mechanisms understandable at the first glance**.

How does AGILIS conduct an ecosystem analysis?

AGILIS bases an ecosystem analysis on objective data that is collected by various means:

- Surveys
- KPI Dashboards and financial data
- Discussions & workshops with managers and employees
- statistical analysis of documents and transactional data
- etc.

Hence, an ecosystem analysis is divided into three main steps:



The process involves **all layers, locations, and divisions of the organisation**. The gained knowledge and information are analysed, contextualised and the ecosystem dynamics are built and visualised in an **iterative way**.

By clustering important **behavioural patterns and attitudes**, it becomes possible to define employee archetypes (Change agents versus nostalgic individuals, for example). Another important aspect is the **nature of the relationships** between stakeholders, as well as the driving forces for each of them. Ultimately, this allows to derive the relevant **success factors for Change or Preservation**, as well as concrete and actionable **recommendations**.

Such an analysis has the major advantage of offering a **holistic yet detailed vision** of a company while considering all the players and their interests. It is a great balance between having a general point of view of a situation and obtaining precious detailed pieces of information to ensure the success of a Change Program.

What is the added value of AGILIS?

AGILIS, being a contracted external party, is neutral and has the tools and the **methods to establish a privileged communication path with people**. Applying a high level of confidentiality and deontology, AGILIS collects the data in a structured way and gives regular feedback to the involved persons. Thanks to our powerful IT platform, our consultants quickly get tangible results:

- A comprehensive and easy-to-understand visualisation of corporate dynamics.
- Concrete recommendations for Change plans, internal communication, and possible economies of scale.
- Evidence of the impact of internal dynamics on customer satisfaction.
- Evidence about where a company can gain flexibility and how to integrate higher levels of agility.

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