

# Business Agility Profile™ **Vitals Profile**

**Report for EXAMPLE**



**MONTH YEAR**

Report prepared by REPORT AUTHOR

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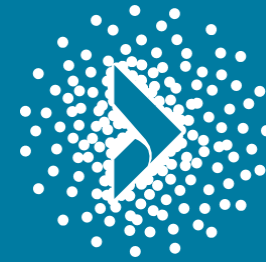
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## What is Business Agility?

Business agility is a set of organizational capabilities, behaviors, and ways of working that affords your business the freedom, flexibility, and resilience to achieve its purpose. *No matter what the future brings.*

## What is the Business Agility Profile?

The **Vitals Profile™** summarizes the progress EXAMPLE has made towards the behaviors and capabilities of business agility.

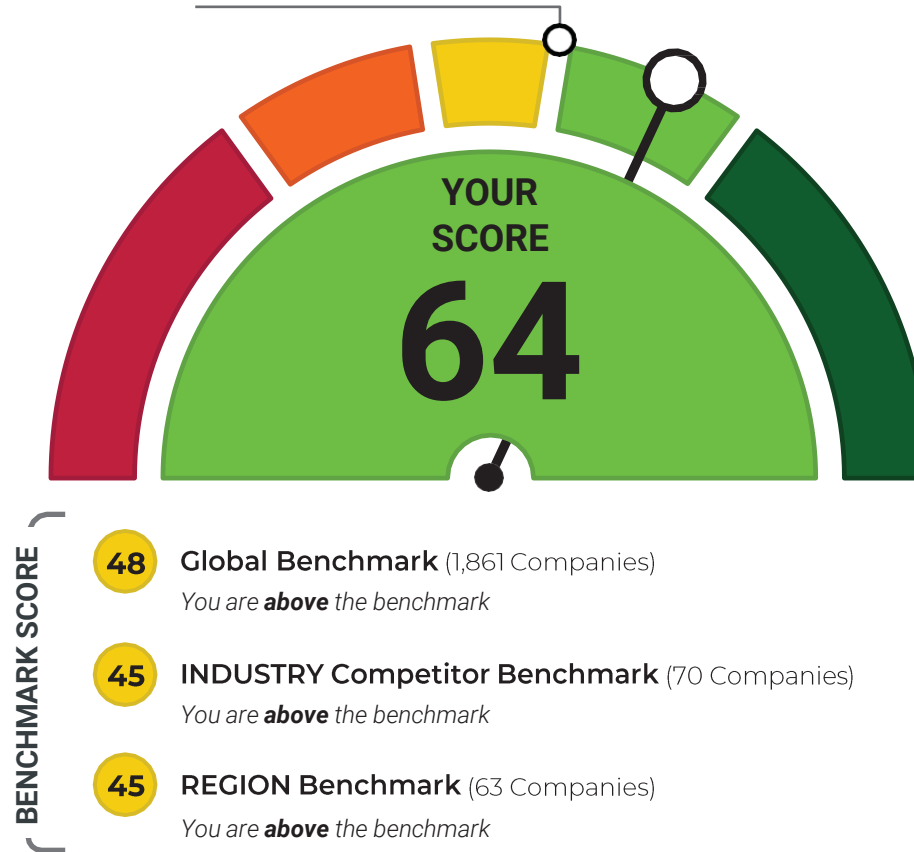
In Q1, 2024, the Business Agility Institute conducted a high-level behavioral study of EXAMPLE – measuring the business impact of your investment in organizational change to date. A more detailed evaluation is planned in Q1 as part of the full **Business Agility Profile™**.

# BUSINESS AGILITY INDEX

## WHAT'S THE BOTTOM LINE?

**EXAMPLE** demonstrates a **good** level of business agility across the organization, overall scoring **64 / 100**. Up from 55 in 2023.

**EXAMPLE** in 2023



### KEY FINDINGS

#### Congratulations.

Business agility at **EXAMPLE** is emerging across most business areas, with many already well established.

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### YOUR SCORE VS BENCHMARK

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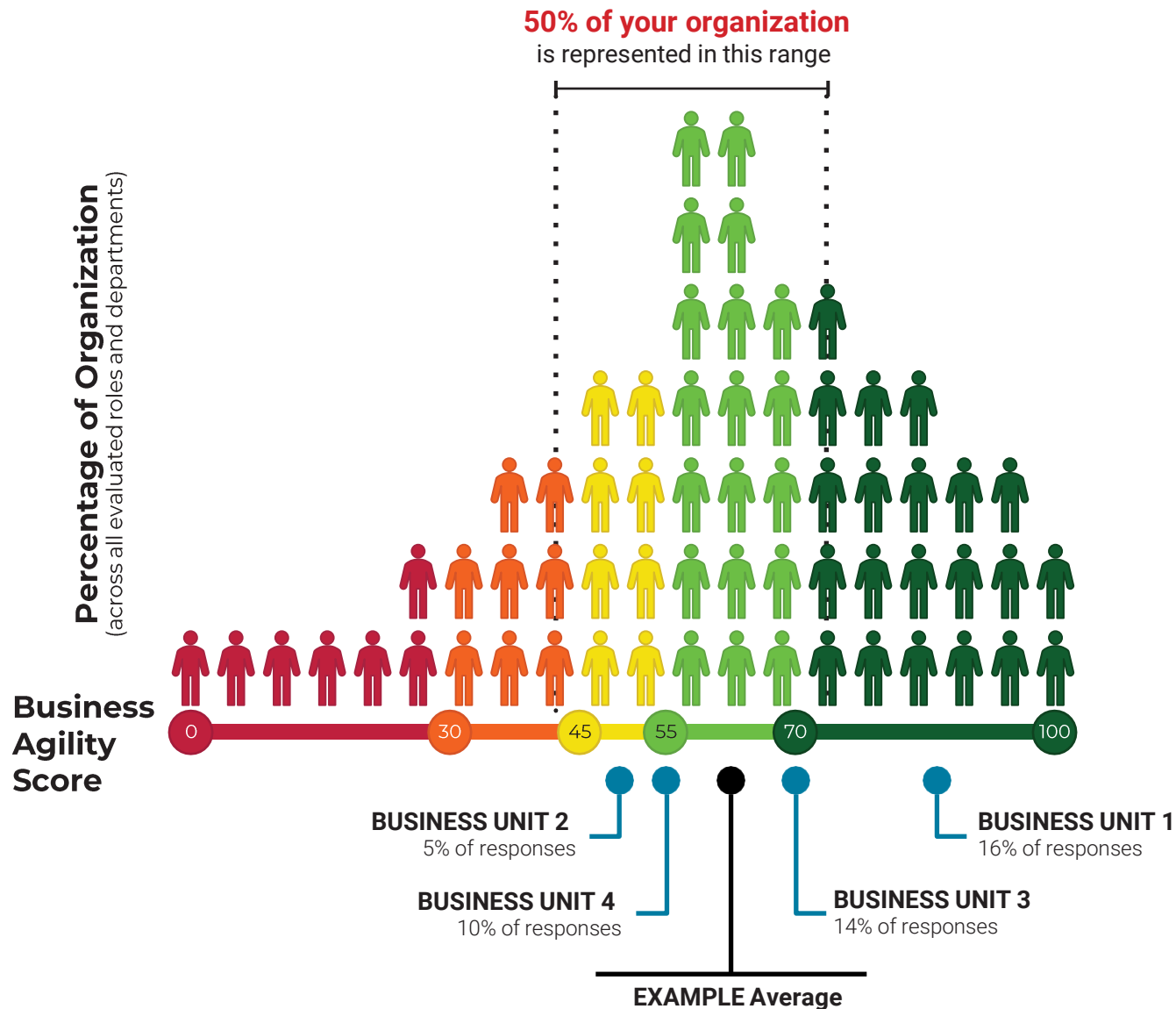
It is important to note that this comparison is against firms that are investing in a business agility journey – this is not a truly random sample of organizations.

### KEY

**0+** Low    **30+** Fair    **45+** Moderate    **55+** Good    **70+** Great



# WHAT'S THE RANGE OF BUSINESS AGILITY?



## HOW TO READ THE CHART

This is the range of business agility demonstrated across all evaluated teams and functions in EXAMPLE.

The height at each point shows the percentage of the organization operating at this level. Whereas the higher the score (horizontal), the better they operate.

Scores are calculated from both **behavioral data & evidence reviews** and scaled (from 0 to 100) based on the variance in responses.

EXAMPLE's range of responses is high with clearly divergent capabilities and experience across the organization. This is larger than average and shows an organization in tension with itself.

By Business Unit, "BUSINESS UNIT #1" demonstrated the highest levels of business agility.

*Further detail is available later in the Profile.*



# SUMMARY OF BUSINESS CAPABILITIES

Learn more about the Domains and Capabilities of Business Agility at <https://bainst.co/domains>



## OBSERVATIONS OF NOTE

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Industry benchmarks are shown in the Breakdown by Capability section. Differences from 2022 are shown with black pointers. ▼

## Engaged Culture



Cultivate a Learning Organization



Engage Transparently & Courageously



Embed Psychological Safety



Act as One

## Responsive Customer-Centricity



Fiercely Champion the Customer



Sense & Respond Proactively



Integrate Diverse Ideas

## People-First Leadership



Foster Authentic Relationships



Empower with Accountability



Realize People's Potential

## Flexible Operations



Adapt Strategies Seamlessly



Fund Work Dynamically



(Re)organize Structures Fluidly



Balance Governance & Risk

## Value-Based Delivery



Unleash Workflow Creatively



Prioritize. Prioritize. Prioritize.



Deliver Value Sooner

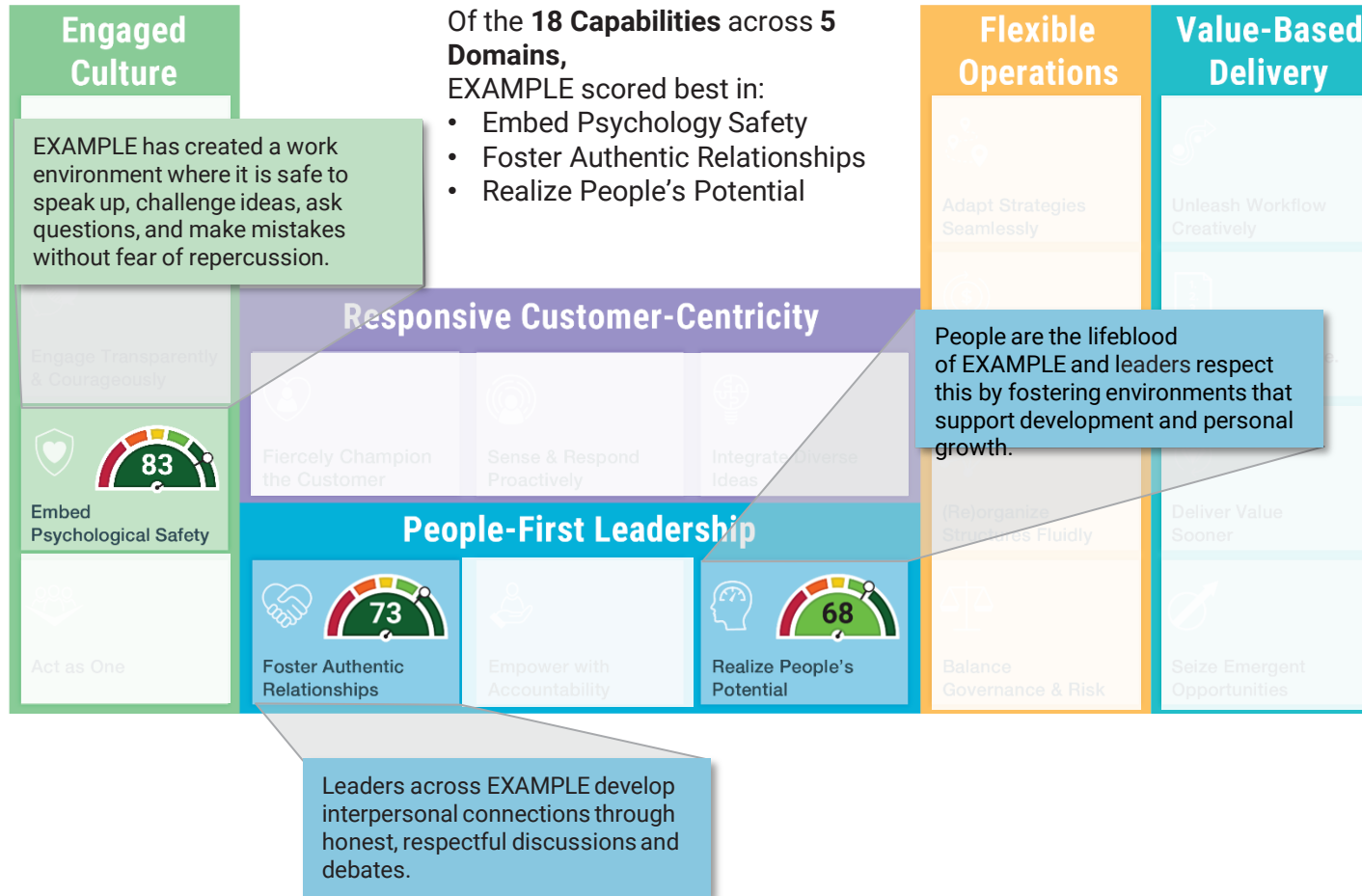


Seize Emergent Opportunities



# DOMAINS OF BUSINESS AGILITY

## WHERE DO YOU EXCEL?



Learn more about the Domains and Capabilities of Business Agility at <https://bainst.co/domains>



## WHERE SHOULD YOU FOCUS?

### KEY OBSERVATIONS

10% Agree

"We limit multitasking and only work on a small number of tasks at a time."

16% Agree

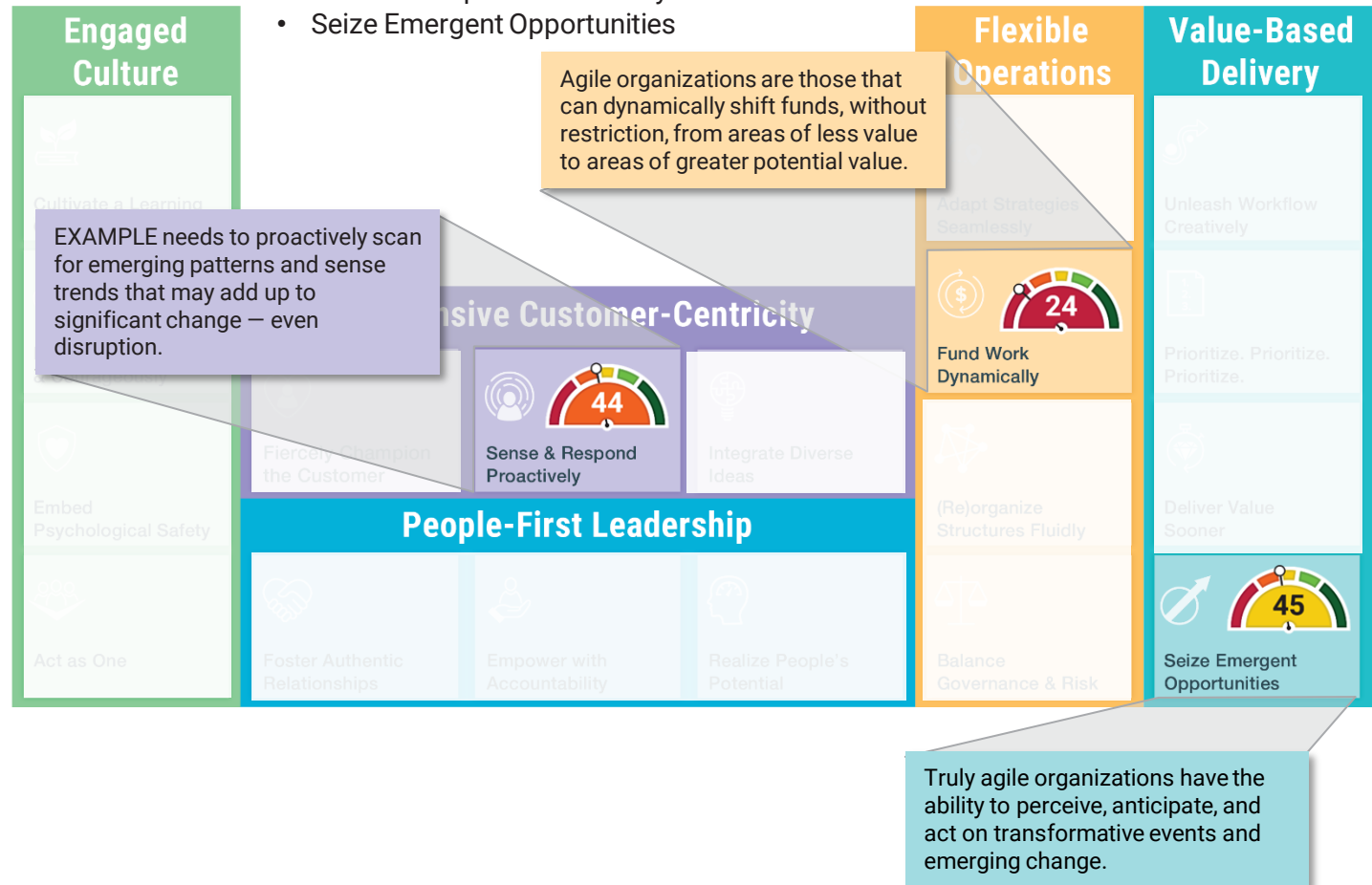
"I can make a mistake without feeling that my job is in jeopardy or impacting my performance review."

27% Agree

"My team can organize and deliver their complete work without depending on another team."

These are the top 3 capabilities slowing EXAMPLE down from achieving business agility:

- Fund Work Dynamically
- Sense & Respond Proactively
- Seize Emergent Opportunities



Learn more about the Domains and Capabilities of Business Agility at <https://bainst.co/domains>





# OUR TOP RECOMMENDATIONS

## TOP BEHAVIORAL RECOMMENDATIONS

1	<b>Reduce ...</b>	1
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	<b>Behavioral weaknesses (B63, B64, B65, and B66)</b>	3
		4
		5
2	<b>Improve ...</b>	1
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	<b>Behavioral weaknesses (B21, B24, B25, and B26)</b>	3
		4
		5
3	<b>Reduce ...</b>	1
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	<b>Behavioral weaknesses (B45 and B36)</b>	3
		4
		5
4	<b>Bring ...</b>	1
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	<b>Behavioral weaknesses (B13, B19, B26, B35, B47, B68, B75, B82, B83, and B84)</b>	3
		4
		5

## YOUR GOALS

Connecting to EXAMPLE's cultural values

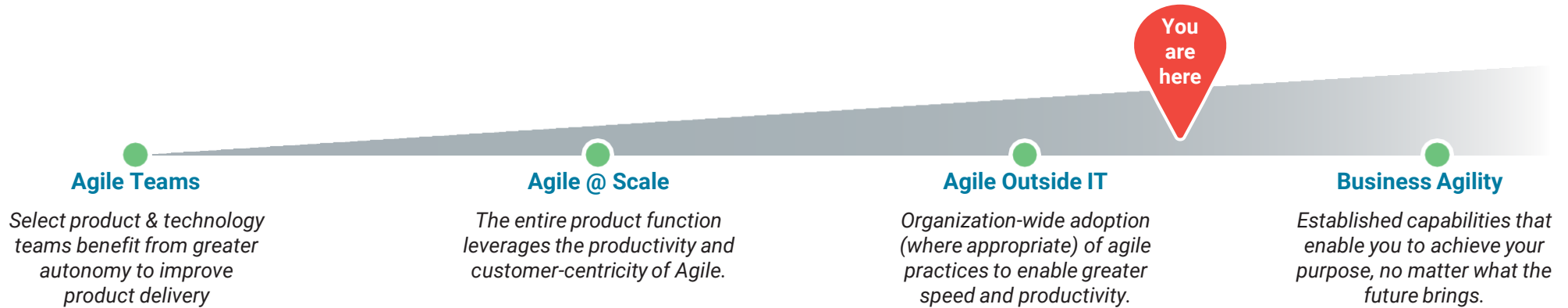
1	<b>Innovation</b>	1
	Lorem ipsum dolor sit amet.	
2	<b>Transparency</b>	2
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3	<b>Sincerity</b>	3
	Lorem ipsum dolor sit amet.	
4	<b>Cooperation</b>	4
	Lorem ipsum dolor sit amet.	
5	<b>Development</b>	5
	Lorem ipsum dolor sit amet.	





# TRANSFORMATION BENCHMARK

## HOW DO YOU COMPARE?



### TIME ON JOURNEY

EXAMPLE

VS

Industry Average\*

Years



\* Of companies undertaking a business agility transformation, 72% started 2 years ago, while 12% have been on the journey for more than eight years.

### SCOPE OF TRANSFORMATION

EXAMPLE

VS

Industry Average\*

% of Organization



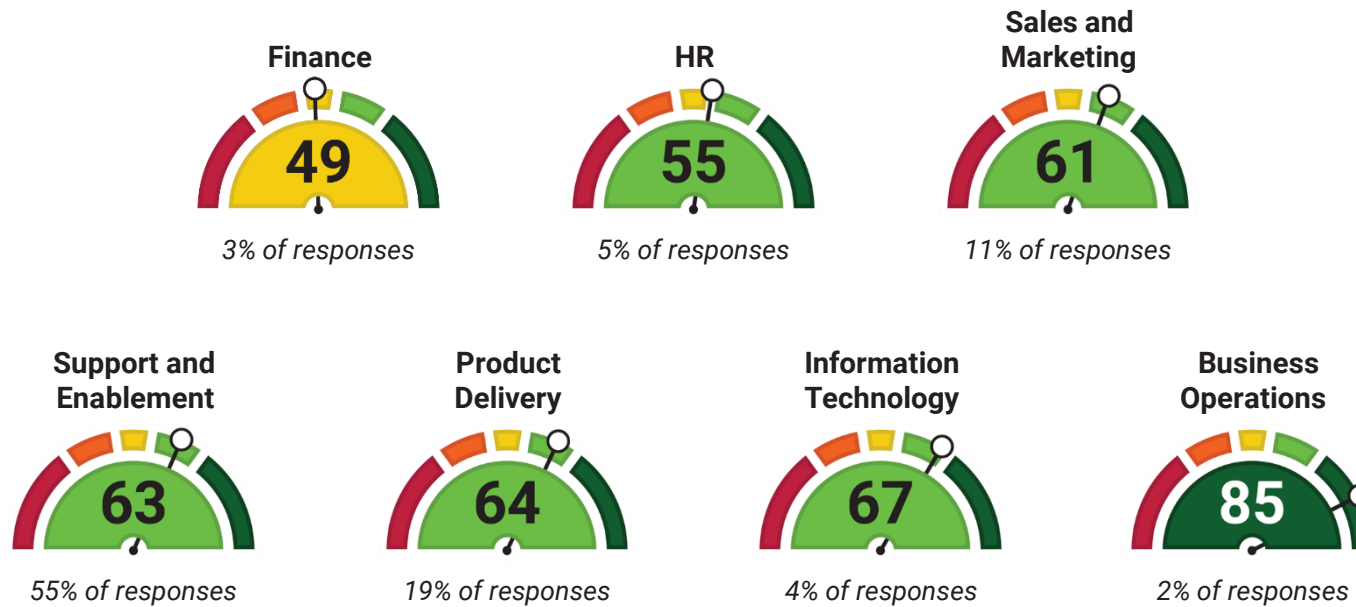
% OF ORGANIZATIONS  
TRANSFORMING THEIR  
ENTIRE ORGANIZATION

**13%**



# BUSINESS AGILITY INDEX

## BREAKDOWN BY AREA



### GENERAL SUMMARY

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# BREAKDOWN BY POLICIES & PROCEDURES

## Procurement Policies and Procedures: Not Evaluated

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## Innovation Policies & Procedures: 53

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## Corporate Strategy (Strategic Agility): 65

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## Work / Delivery Policies and Procedures: 67

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## General Evidence: 72

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## People Policies and Procedures: 74

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## Finance Policies & Procedures: 81

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## GENERAL SUMMARY

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# BREAKDOWN BY CAPABILITIES (1/6)

Part of the **Engaged Culture** Domain

1



Embed  
Psychological Safety



**INDUSTRY Competitor  
Benchmark**  
You are **above** the benchmark

## Observations of Note:

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Part of the **People-First Leadership** Domain

2



Foster Authentic  
Relationships



**INDUSTRY Competitor  
Benchmark**  
You are **above** the benchmark

## Observations of Note:

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Part of the **People-First Leadership** Domain

3



Realize People's  
Potential



**INDUSTRY Competitor  
Benchmark**  
You are **above** the benchmark

## Observations of Note:

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# PROFILE STATISTICS & DEMOGRAPHICS

## How do we assess business agility?

To understand how people in EXAMPLE behave with agility, ### people responded to the Business Agility Profile survey—randomly selected across all functions and levels. Respondents shared their observations and experiences of culture, processes, and policies against 84 human behaviors that enable modern business capabilities.

Behaviors were measured and cross referenced against each other providing statistical validation.

In addition to survey responses, BAI assessed ### operational policies & procedures. Requested evidence ranged from HR policies and procedures, budgeting and financial management processes, and governance systems.

ROLES	ROLE	RESPONSES	%
	Transformation Staff	#	%
	Senior Leadership / Executive	#	%
	Management	#	%
	Individual Contributor	#	%



## Confidence Rating

Based on the diversity of responses and availability of supporting evidence, for EXAMPLE, we have ##% confidence in this profile.

FUNCTIONS	FUNCTION	RESPONSES	%
	Business Operations	#	%
	Finance	#	%
	HR	#	%
	Delivery	#	%
	Sales & Marketing	#	%
	Information Technology	#	%
	Support & Enablement	#	%



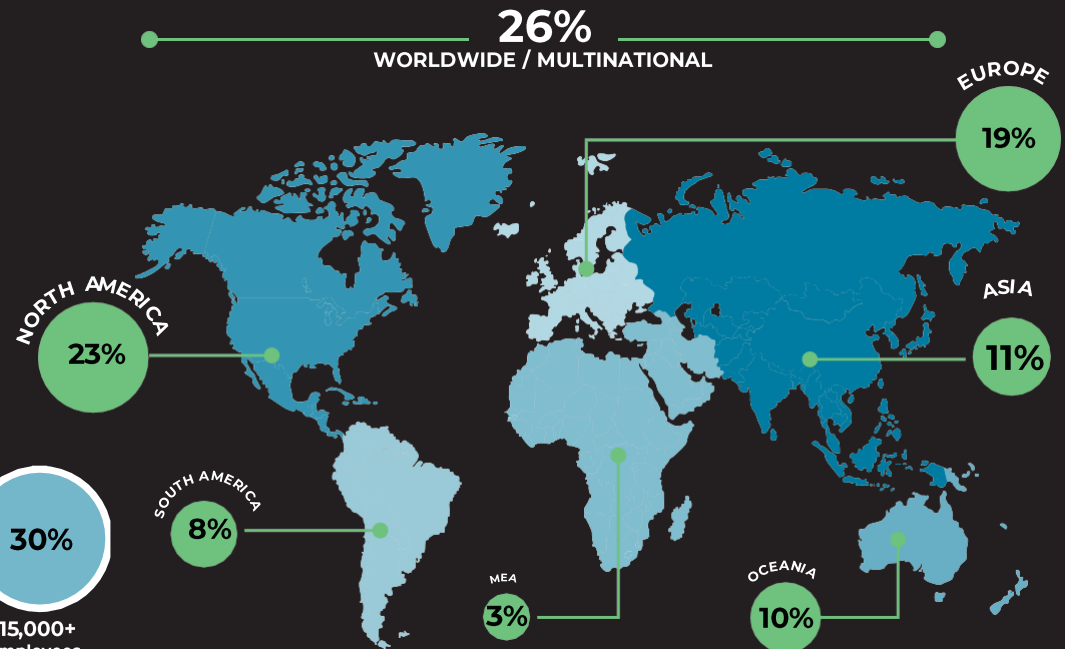
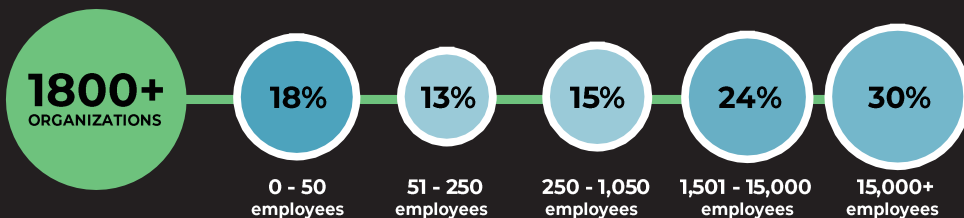
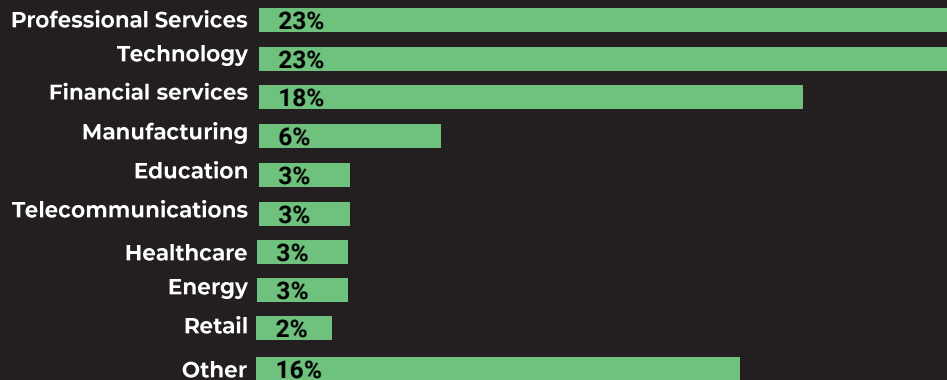
# BAI RESEARCH APPROACH & DATA

## BEHAVIORAL ANALYSIS

The Business Agility Institute® is a fiercely independent research & advocacy organization for the next generation of companies. Over the last six years, nearly 2,000 companies have taken part in our studies; whether an industry trend analysis, grounded-theory behavioral evaluation, or private commissioned research.

These insights provide your organization with the cutting-edge resources and knowledge to succeed on your business agility journey. ***No matter what the future brings.***

### Previous Reports Include...







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Organizations need to be prepared to take a hard look at themselves in order to become better, more competitive, places to work.

To support you on this journey, our research focuses on these areas of your organization;

- Organizational Performance & Productivity
- Behavioral Transformation
- Emerging Business Capabilities
- Industry Trends

Our goal is the success of our members, **no matter what the future brings.**

5900+  
Members



80+  
Countries



480+  
Publications



The Business Agility Institute® is a community of businesses, change agents, and leaders joining together to create a better future of work.

We support organizations, teams, and individuals breaking away from traditional business models by providing the primary research, connections, information, insights, and inspiration required to try something different and embrace a customer-driven world of fast-paced change.

