

Zuieback-Dalmau Sustainability Inventory

How I see this organization, department or group?

Instructions: The intended purpose of this inventory is to stimulate a conversation about leadership and sustainability within an organization, to conduct an assessment as part of a diagnosis process and to identify commitments and actions to move an organization to greater levels of sustainability. The questions are designed to be thought provoking and require some deep self-reflection by each participant before becoming part of a conversation about the survey results. You are asked to rank the accuracy of the statement on a scale of 1-5 for the organization, department or group under consideration

Use the following key:

- 1 Non-existent**
- 2 Emerging**
- 3 Developing**
- 4 Proficient**
- 5 Exemplary**

- | | 1 | 2 | 3 | 4 | 5 |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. We successfully involve all our stakeholder groups in ways that lead to new organizational behaviors, decisions and strategies for us. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. We continue to evolve our thinking about the underlying causes of success and failure in our system and for our clients. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. We understand the connection and relationship of all our key initiatives to our overall organizational, departmental or group outcomes. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Evidence and explanation

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|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 4. We have a strong focus on making connections within and across the system – people to people, group to group, department to department – to ensure we are managing change, learning and adjusting our work. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. As we continue to implement, monitor and adapt, we maintain a strong focus on relationships in all of our work. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Evidence and explanation

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|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 6. We have strong information systems that allow us to track our progress on our system/operational outcomes. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. All people in our organization, department or group have ready access to all the information they need to inform their work. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. Information in our organization, department or group is understood by all, to include facts, data, as well as beliefs, attitudes and emotions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Evidence and explanation

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1 2 3 4 5

- | | |
|--|--|
| <p>9. Our goals, objectives and strategies are oriented to ensuring our operational systems better support delivery of value to our customers and employees.</p> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> |
| <p>10. There is vertical integration and consistency among our goals at various levels within our organization, department or group.</p> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> |
| <p>11. All leaders and managers in our organization, department or group participate in structured conversations and processes directed toward the ongoing improvement of our core strategies.</p> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> |
| <p>12. All leaders and managers in our organization, department or group participate in structured conversations and processes directed toward the ongoing improvement of our operational systems.</p> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> |

Evidence and explanation

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|---|--|
| <p>13. We operate on a set of consistent leadership principles that model our values and beliefs at every level in our organization, department or group.</p> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> |
| <p>14. We have in place effective mechanisms and systems to monitor our progress, take corrective action and to hold us accountable for results.</p> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> |

Evidence and explanation

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|---|--|
| <p>11. As an organization, department or group, we periodically set aside time to examine the underlying constraints and assumptions that might be blocking our progress as a system.</p> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> |
| <p>12. We have effective systems and processes for managing change and transition as we roll out new programs, processes and procedures.</p> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> |

Evidence and explanation

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13. We have support, monitoring and learning mechanisms in place that ensure that our high leverage strategies and programs are being implemented with fidelity across the organization.

14. We have strategies and processes in place that support connectivity, adaptability and learning across sites in our organization.

Evidence and explanation

15. In our organization, department or group there is a strong connection between our top priorities and the resources allocated to these initiatives.

16. In our organization, department or group there are strong mechanisms for coordinating our change initiatives across the system.

Evidence and explanation

17. We have the necessary systems in place to support our people in continuing to learn and adapt to our changing work.

18. As a system, we routinely take the time to pay attention to unfolding change in ways that allows us to promote new forms of learning and new outcomes for the future.

Evidence and explanation