nergroup

Organisational self-diagnosis

Tick the statements that fit the reality of your organisation.

Let's get started!

1.- Purpose, future vision and decision-making

☐ **Common evolutionary purpose**

There is an evolutionary purpose of the organisation developed and co-created among all the people who form part of the organisation.

☐ **Joint development and approval of the strategy**

The people in the organisation participate in the development and approval of the organisation's strategic lines.

☐ **Joint development and approval of annual management plans**

The people in the organisation participate in the development and approval of the organisation's annual management plans.

☐ **Assembly decisions**

Assemblies are the main decision-making body of the organisation and all people participate in strategic decision-making.

☐ **Commitment to the common good**

I believe there is a culture of innovation, an atmosphere of trust and tolerance, encouraging creativity and diversity.

☐ **People at the centre**

People's needs, commitment and customer service go beyond fulfilling working hours or a work schedule.

2.– Talent management: people, remuneration policy and training

☐ **Remuneration policy**

There is no provision for paid overtime in my organisation.

☐ **Work-life balance and flexibility**

Work-life balance and flexible working hours are applied and people's specific situations are taken into account.

☐ **Transparency**

The remuneration system has been agreed by all people and the different levels are accessible to everyone.

☐ **Profit sharing**

Everyone is directly and systematically involved in the company's results.

☐ **Pay balance, internal equity and equality**

I am aware of the different salary levels in my company. The distance and balance between the highest and lowest gross salary is defined. Remuneration for the same job does not vary according to gender.

☐ **Personalised monitoring**

There are personalised monitoring protocols for each person: functions, satisfaction or aspirations.

☐ **Professional and personal development**

Training plans are in place to manage the personal and professional development of the people who form part of the organisation.

☐ **Dismissal policy**

There are no dismissals on economic grounds.

3.- Recruitment, reception and consolidation processes

☐ **Shared recruitment processes**

Recruitment processes are shared and involve people from the target teams.

☐ **Regular evaluations**

The organisation regularly assesses the capacity of the people it employs. The people involved also participate in their assessment.

☐ **Contingencies**

The organisation has an active policy on the reduction of contingencies.

4.- Self-management, freedom and responsibility

☐ **Attendance control**

There is no attendance control at the workplace as the organisation trusts its people.

☐ **Self-management**

My organisation is made up of autonomous and self-managed teams.

☐ **Shared decision-making**

The power and capacity to make decisions is decentralised and the way in which decisions are made is pre-defined.

☐ **Decision-making by consent**

Decisions are to be accepted by consent among all people involved, encouraging the active participation and contribution of all team members.

☐ **Regular team meetings**

Work teams analyse, decide, plan and evaluate their activities in regular planning and follow-up meetings.

☐ **Management Team**

The team that leads and coordinates the organisation represents the whole organisation and includes people from each of the teams.

☐ **Conflict resolution**

The organisation has established conflict resolution mechanisms and protocols that are clear, consensual and accessible to all people in the organisation.

5.- Transparency and communication

☐ **Transparency of information**

The economic and financial situation, including the organisation's Income Statement, is systematically shared with all members of the organisation.

☐ **Suggestion box**

There are systems or spaces for staff to bring up queries, demands, interests, wishes, clarifications, suggestions and/or information.

☐ **Open communication**

The company's information is accessible to all people in the company, regardless of their position.

☐ **Non-discriminatory communication**

My company's communication model is not sexist. Neutral language and a varied representation in terms of images and content are sought.

☐ **Knowledge transfer**

Knowledge transfer is encouraged between different plants, areas, teams and departments and about what each machine or service does.

☐ **Suggestion box**

There are systems or spaces for staff to bring up queries, demands, interests, wishes, clarifications, suggestions and/or information.

☐ **Feedback spaces**

The transfer of information is clear, precise and consistent. There are structured feedback spaces that the staff are aware of.

6.- Commitment to society

☐ **Consensual social policy**

People in the organisation are able to participate in the process of defining and making decisions regarding the organisation's social policy.

☐ **Social transformation**

The organisation collaborates with the territory's social sector and makes financial contributions to NGOs, social organisations and associations with non-profit purposes.

☐ **Contribution of working time**

People in the organisation are able to participate in social projects promoted by the organisation in their working time.

7.- Commitment to the environment

☐ **Environmental impact**

The organisation has tools and mechanisms in place to understand the impact of its activities on the environment. These tools and actions to improve the environmental impact of organisations are regularly reviewed.

☐ **Tax obligations**

The organisation complies ethically with its tax obligations.

Result

If you have clicked on most of the statements in the downloadable PDF, your organisational culture fulfils the characteristics required for integration in the Ner Group.

The next step to move forward in this process is to contact the Ner Group using the contact form on the website. After analysing your request, a team from the Ner Group will contact you to enable the new scenarios in order to form part of the group.