

S.P.A.R.K. Organizational Assessment Canvas

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1. Overview

The S.P.A.R.K. Organizational Assessment Canvas is designed to assess an organization's readiness to adopt the S.P.A.R.K. method at an enterprise level. It evaluates key aspects of organizational culture, leadership, and systemic workflows across the five elements of S.P.A.R.K.: Strategize, Prioritize, Act, Reflect, Kickstart. Each section includes three core questions aimed at measuring organizational behavior, with a 5-point scale for easy measurement and tracking.

2. The Canvas

S: Strategize

Goal: Assess how well the organization aligns its long-term goals and strategies with systemic planning and strategic clarity.

1. Are the organization's goals clearly defined and understood across all levels?

- Scale: 1 (Not at all) – 5 (Fully aligned)

2. Does the organization have a coherent strategic planning process in place that's adaptable to change?

- Scale: 1 (No formal strategy) – 5 (Adaptable and dynamic strategy)

3. How well does leadership ensure alignment between the organization's strategy and execution?

- Scale: 1 (Rarely aligned) – 5 (Always aligned)

P: Prioritize

Goal: Evaluate how effectively the organization prioritizes initiatives and decision-making to focus on high-value outcomes.

1. Does the organization effectively prioritize high-impact projects over low-value activities?

- Scale: 1 (Frequently misprioritized) – 5 (Consistently prioritizes high-impact work)

2. Are leadership and decision-makers able to minimize decision fatigue at the organizational level?

- Scale: 1 (Constantly overwhelmed) – 5 (Decisions are focused and efficient)

3. Does the organization have structured processes to ensure continuous re-prioritization of key objectives?

- Scale: 1 (Processes are ad-hoc) – 5 (Continuous and structured)

A: Act

Goal: Assess how quickly and effectively the organization moves from planning to action at all levels.

1. Does the organization show a bias toward action, or does it often get stuck in planning mode?

- Scale: 1 (Frequent stagnation) – 5 (Actively moves forward)

2. How well does the organization break down large initiatives into manageable, actionable steps?

- Scale: 1 (Overwhelmed by complexity) – 5 (Systematically breaks down initiatives)

3. Are there clear organizational processes to overcome barriers to action, especially under uncertainty?

- Scale: 1 (Barriers often stop progress) – 5 (Barriers are systematically overcome)

R: Reflect

Goal: Measure the organization's ability to reflect on its practices and learn from past performance.

1. Are organizational retrospectives insightful and lead to actionable improvements across departments?

- Scale: 1 (Rarely leads to change) – 5 (Leads to impactful improvements)

2. Does the organization regularly challenge its assumptions and cognitive biases when analyzing performance?

- Scale: 1 (Assumptions go unchallenged) – 5 (Biases are regularly challenged)

3. How well does the organization foster a culture of deep reflection and mindfulness in decision-making?

- Scale: 1 (Superficial reflection) – 5 (Deep and mindful reflection)

K: Kickstart

Goal: Assess the organization's ability to overcome stagnation and reignite progress in slow-moving initiatives.

1. Does the organization frequently hit periods of stagnation or loss of momentum?
 - Scale: 1 (Often stagnates) – 5 (Rarely stagnates)
2. Are organizational processes in place to quickly restart momentum through small, achievable wins?
 - Scale: 1 (No structured approach) – 5 (Well-defined and structured)
3. Does the organization use pre-mortem analyses and small behavioral nudges to keep large initiatives moving?
 - Scale: 1 (Rarely uses pre-mortem) – 5 (Consistently applied)

3. Scoring

Once the organization completes the assessment, sum the points in each section:

0-7: Significant improvement needed in this area.

8-12: Some systemic issues to address, but generally functional.

13-15: Performing very well in this area.

This scoring gives a clear representation of where the organization stands and which areas need the most immediate attention for improvement.

4. Visualization

Use the scores from each section to create a radar chart (spider chart). This provides a quick visual representation of the balance across the S.P.A.R.K. elements.

A heat map can also be generated: color-code the areas that score low (red = urgent improvement, yellow = moderate, green = strong performance).