

Agency Audit:

How do we shift our ways of working to enable greater agency for everyone, so that transformation is delivered by us all?



we are culture people

It's not leadership to describe why it's hard

But to create conditions that mean it's more
easeful

How do we create conditions that make our
intentions inevitable...

Rather than really unlikely?



we are culture people

With in organisational groups... explore the work you are leading and ask...

- What shifts in ways of working might create the biggest impact?
- What level of agency do people need to deliver their best work?
- What kinds of barriers are people currently experiencing?
- What do we see and experience when we stand inhabit their positions?

people
make it
work

we are culture people

Work with your peers. Ensure you hear a range of voices. Use post it notes, mind maps and collective thinking to identify all the people and groups who are involved in delivering your work.

- Looking at each group in turn, judge their sense of current agency (from 0-10)
- For any group or individual below a 9, ask these four questions;
 - What are the main things that get in the way of their agency?
 - What could you do to address these?
 - What could they do to address these?
 - What future agency level would that enable (from 1-10)

people
make it
work

we are culture people

Who?	What?	Agency level - present	Barriers	Leadership Actions	Personal Actions	Agency level - future
Individuals or groups of people / teams	What part of their current role contributes to your work? What impact can they have on your future work	Rank 1 - 10	Systemic factors, processes, permissions, resources, skills, approvals, decision making, capacity	What could you do to address these?	What could they do to address these?	Rank 1 - 10

What insights emerge from your organisational Agency Audit?

Work with the individuals, groups or teams that you have identified to agree what they need from you (and others) and what they want to shift themselves.

Explore the transformational impacts that will be created with these new ways of working. .

people
make it
work

we are culture people