

Functional Maturity Assessment



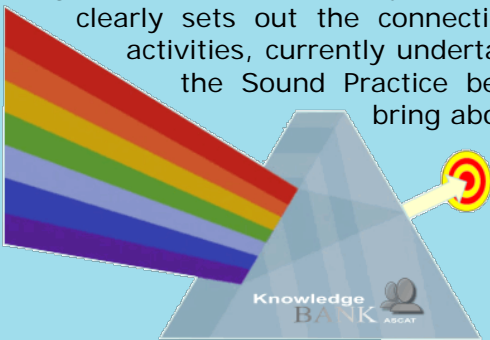
DipStick

Agile Strategic Capability Alignment Toolset (ASCATs)[™]

ASCATs supports Behavior Transformation in Change Management by producing a clear understanding of the changes required in order to achieve sound business practice.

The aim of any business improvement project will be to bring about change in the way an organisation functions and, in order for the outcome to be sustainable, the changes must be made with respect to the way individual key employees carry out their day to day functions.

The ASCATs combination of methodology and technology produces a clear “as is to be” Functional Structure model of those areas of the organisation that the project will impact. This Business Blueprint clearly sets out the connection between individual day to day activities, currently undertaken by all employees affected, and the Sound Practice behaviour that the Project seeks to bring about.



Functional Maturity Modeling[™]

Having enabled understanding of the functional business model **ASCATs** then supports the creation and implementation of Functional Maturity Models.

These models are created by undertaking a Role Accountability Mapping intervention focused on identifying the key Functions to be carried out in an organisation in order to achieve certain qualitative and quantitative outcomes.

This “Sound Practice” generic design can then be used as a benchmark or checklist in future interventions and continuously improved and refined using the ASCATs technology.

The ASCATs technology will easily enable the implementation of Sound Practice designs and provide extremely effective visualisation of the progress toward Functional Maturity.

Coordinate the implementation of standards and legislative compliance



Overview

Sustainable Solutions

Improving Project Outcomes by:

- Defining the Business Blueprint of the organisation in terms of how the daily activities of personnel impact common key outcomes.
- Designing project activities based on the changes that need to take place in terms of the Business Blueprint.
- Defining the change responsibility required of individuals.
- Formalising “Fundamental”, “Sound Practice” and “Best Practice” elements of Functionality in each Key Function and the activities to put these in place.

For more information

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Cyber workforce (Pty) Ltd is a Multi-disciplined International Consulting Company focused on effective Service Delivery Information System Solutions.

ASCATs supports the full consulting product life cycle



ASCATs supports each of the stages necessary for a successful project:

1. Design of Outcome-focused, sound practice, Functional Maturity Models and new methodologies,
2. Soft sales benefit-based marketing of the consulting products once developed,
3. Project is designed and implemented by the people responsible for the changes
4. Long term sustainability of the behaviour change

DipStick online Maturity Assessment Tool

The Functional Maturity requirements are published online for Functionaries to engage with and provide an assessment of the organisation's Functional Maturity / readiness.

An example of a CPA Stock Holding Function Maturity shown below:

| Functional Area | Sub-Category | Requirement | Progress | Score |
|----------------------------|----------------|--|---------------------------------|-------|
| Supply Chain Management | Distribution | Channel Management (B to B and Franchises) | <div style="width: 70%;"></div> | 70% |
| Supply Chain Management | Distribution | Stock control and security | <div style="width: 56%;"></div> | 56% |
| Internal Support Functions | Legal Services | Risk and Insurance | <div style="width: 40%;"></div> | 40% |
| Internal Support Functions | Systems | Information Systems and Technology | <div style="width: 30%;"></div> | 30% |

The DipStick Functional Maturity requirements questionnaire is fully parameter definable along with response scoring and factoring and is also capable of generating a parameterised report.