

SAMPLE REPORT

Nimble Index

Team Report

Leadership Team



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The Nimble Index

Maintaining a thriving workplace

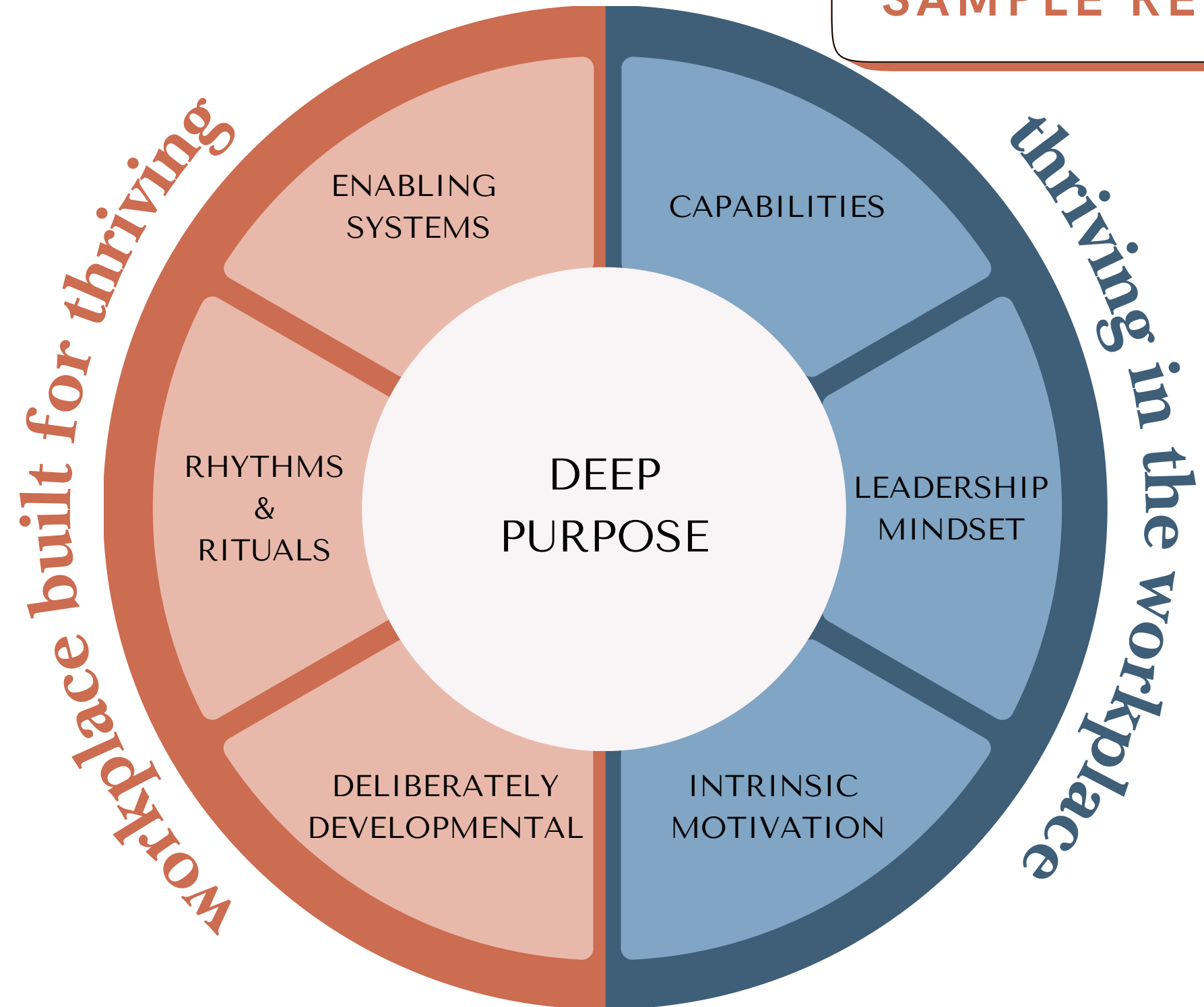
The Nimble Index identifies the key features of transformational performance, centred around a deep and purposeful strategy. These include:

Building a workplace that supports thriving, including:

- *Enabling systems* that support people to do their work
- *Rhythms & Rituals* that guide the way people work together in a logical and supportive way
- *Deliberately developmental* workplace culture committed to regular and consistent feedback and development

Supporting individuals to thrive in the workplace, including:

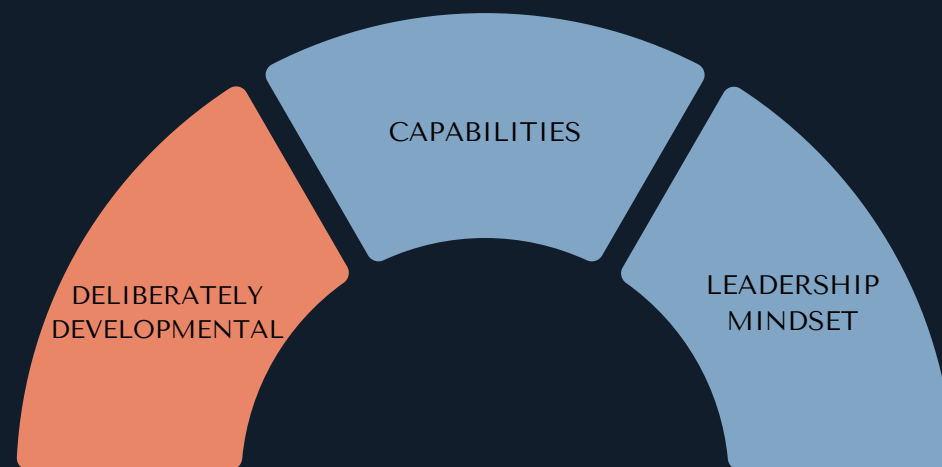
- Ensuring they have the right *capabilities* to do their job
- Supporting them to build a *leadership mindset*
- Understanding and connecting with their *intrinsic motivation*



SAMPLE REPORT

Your team profile

The Capability Builder



The Leadership Team demonstrates exceptional commitment to people development, with a strong focus on building individual capabilities and nurturing leadership potential. Like master gardeners who expertly cultivate individual plants, you've created an environment where personal growth flourishes. This investment in people development positions you well for future growth and innovation.

Strengths:

Teams with this archetype are particularly strong in:

- Focusing on individual growth and development
- A commitment to best-practice leadership development
- Driving organisational capability building
- Forward-thinking approaches to talent management
- Investment in their people's professional journeys and career trajectories

Opportunity areas

While your organisation excels at developing individual talent, there are opportunities to enhance the structural and systematic elements of your workplace practices. By strengthening these foundational elements, you can create an environment where your highly capable workforce can achieve even greater collective impact.

The key areas for focus include:

- Establishing clear organisational rhythms and rituals for collaboration and communication
- Developing systematic approaches to strategy execution and alignment
- Designing structured and measurable strategic practices that help your people identify with where your organisation is heading

Nimble Index Assessment

Key takeaways

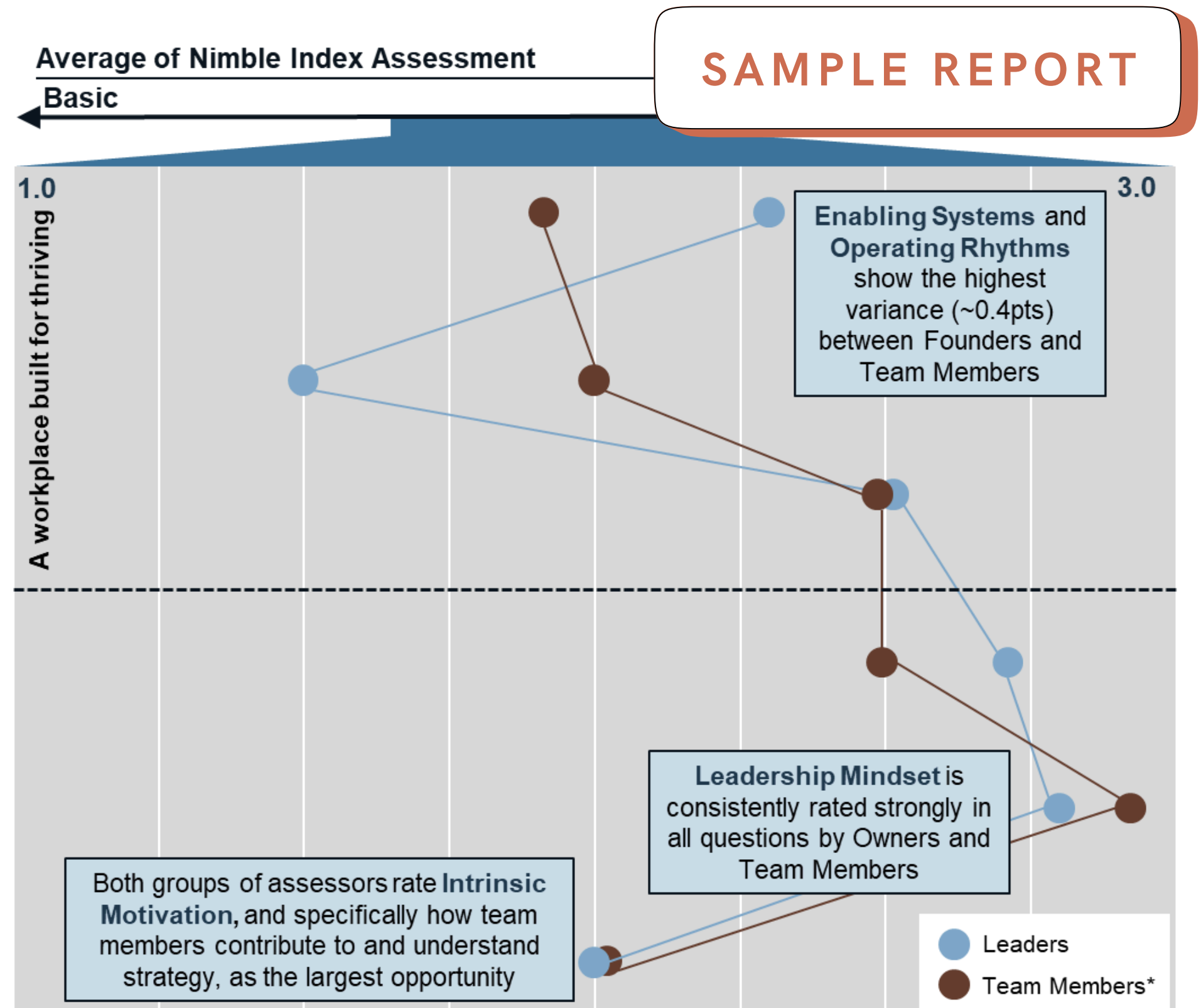
Overall, results are directionally consistent between leaders and team members.

Clear strengths are:

- Deliberately developmental – especially in relation to culture, DEI and trust
- Leadership mindset – personal growth, openness to innovation, safety and role definition

Areas where there is opportunity to improve include:

- Enabling systems, in particular how performance is monitored;
- Operating rhythms – meetings, communication
- Deliberately developmental – continuous learning culture; and
- Intrinsic motivation – strategy



Opportunity Areas

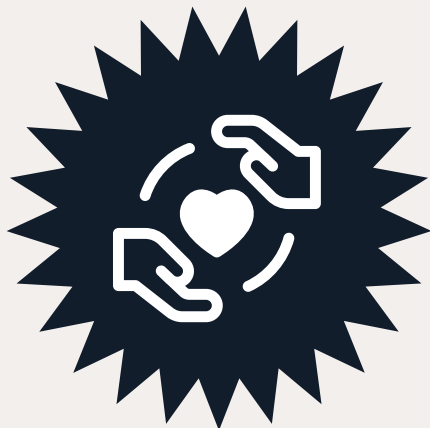
Your focus for the next 3-6 months



Establish strategic clarity

While the organisation’s mission, vision and purpose might exist, it is not known or well understood by the whole team. Adding to the confusion can be the tenure of staff in your team. Sometimes longer-tenured staff have a different understanding to those who have had shorter tenure.

It’s time to revisit the strategy ensuring all leaders are aligned in their definition and that it is cascaded to teams in a way that translates it for them so they can understand it at a local level.



Create clear connections

Team members enjoy the connection they have with their team, but it is inconsistent and expectations are unclear. There is an opportunity to review your teams rhythms and rituals, aligned to your long-term operational needs that will improve connection and clarity for everyone involved.

Spend some time reviewing when and why you meet, and as a team, make some decisions about your meeting cadence, agenda and team expectations.



Make systems easy

There are systems and processes in place, but low adherence is making their usage and effectiveness inconsistent. In some areas systems are known, but they lack human-centred processes to support successful implementation.

The team has ideas for where improvements can be made. Consider drawing them into activities that will make systems easy for them and their colleagues.

Contact us

Please reach out with any questions
or comments about this report

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