How to transform an organization in a healthy way.

An experiment on salutary recipes for your agile transformation.

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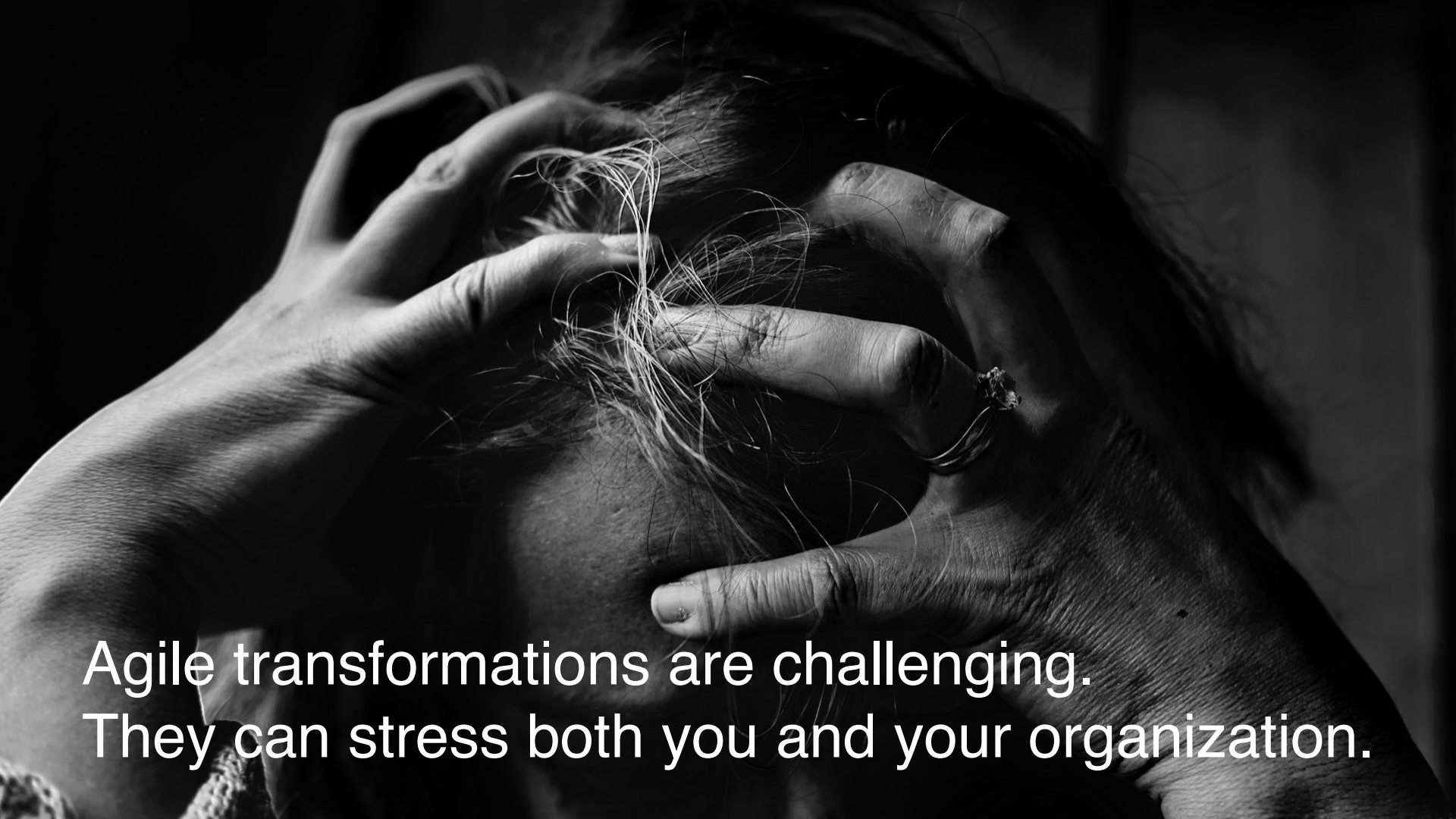
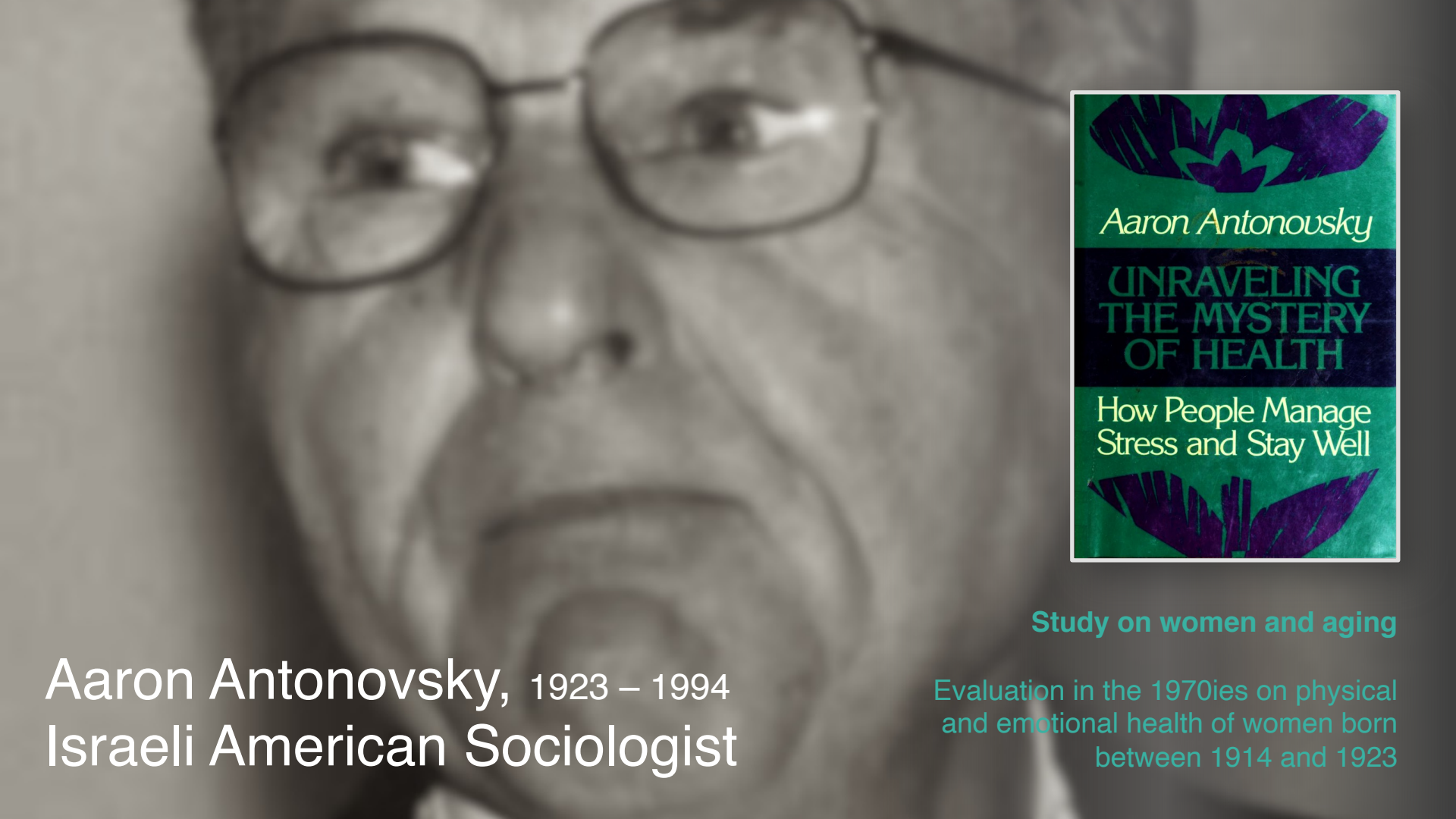

Agile transformations are challenging.
They can stress both you and your organization.



Aaron Antonovsky, 1923 – 1994
Israeli American Sociologist

Study on women and aging

Evaluation in the 1970ies on physical and emotional health of women born between 1914 and 1923

Average female control group

Survivors of concentration camps

Average female control group

51%
positive emotional health

Survivors of concentration camps

29%
positive emotional health

Salutogenesis is a medical approach focusing on factors that support human health and well-being, rather than on factors that cause disease.

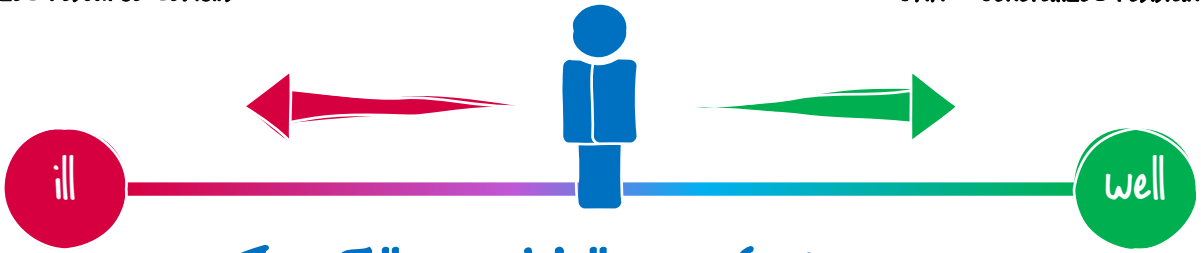
Wikipedia

Factor	Examples
Physical	Radiation, Noise, Accident
Biochemical	Poison, Virus, Drugs
Psychosocial	Conflicts, Mobbing, Stress, Time Pressure

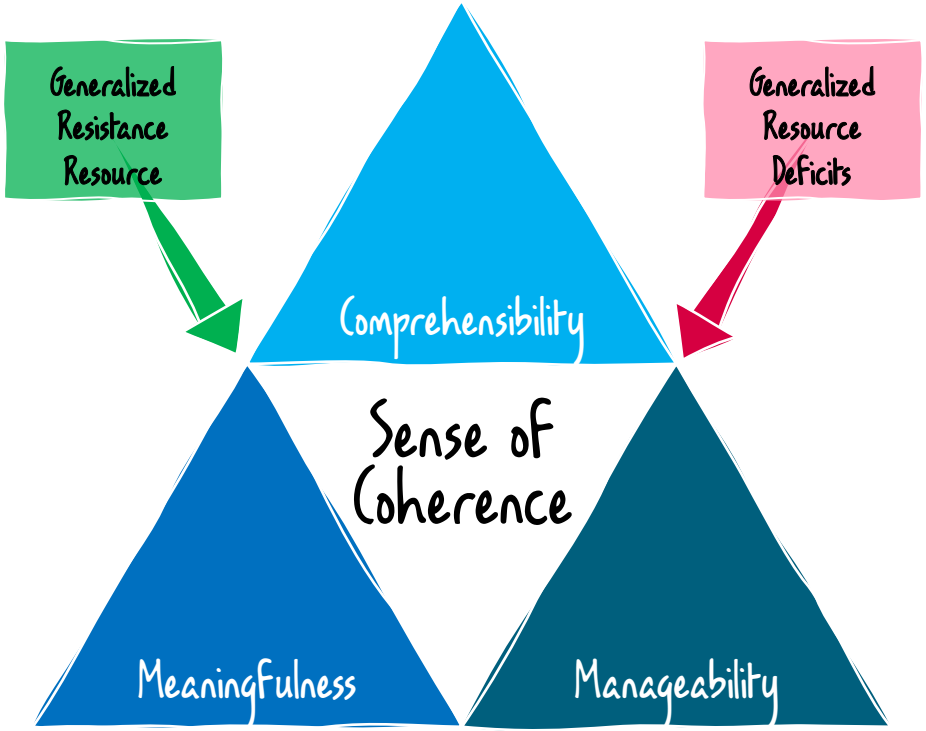
GRD - Generalized resource deficits

Factor	Examples
Physical	Immune system
Social	Family, Friends, Social Network
Socio-cultural	Values, conventions of society, Belief, Religion
Materialistic	Money, balanced nutrition, good medical care
Mentally & personally	Knowledge, Intelligence, Optimism, Emotional Stability, Flexibility, Prevision

GRR - Generalized resistance resources

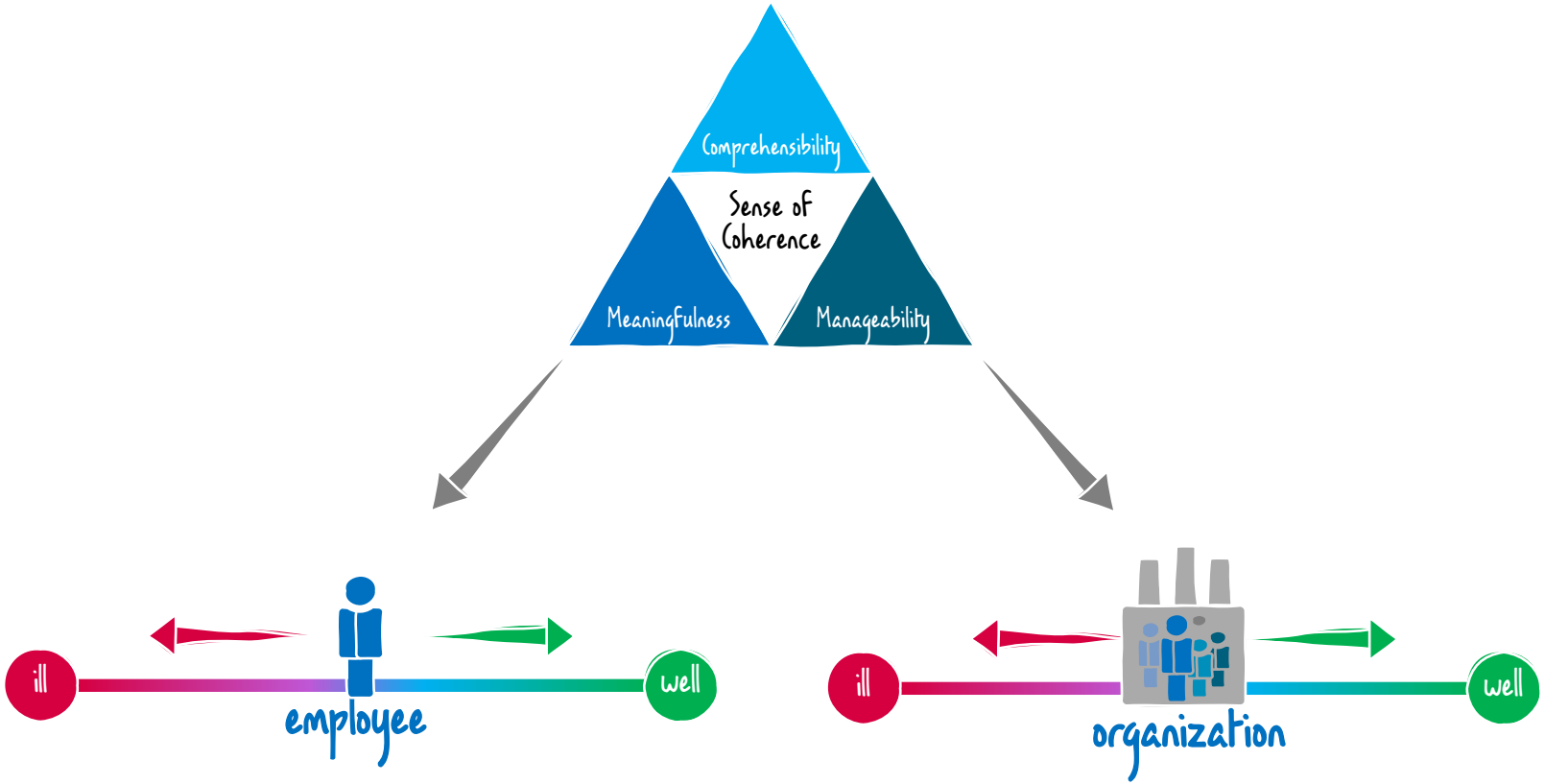


The Illness-Wellness Continuum



"Sense of coherence" is a theoretical formulation that provides a central explanation for the role of stress in human functioning.

- ***Comprehensibility***: a belief that things happen in an orderly and predictable fashion and a sense that you can understand events in your life and reasonably predict what will happen in the future.
- ***Manageability***: a belief that you have the skills or ability, the support, the help, or the resources necessary to take care of things, and that things are manageable and within your control.
- ***Meaningfulness***: a belief that things in life are interesting and a source of satisfaction, that things are really worthwhile and that there is good reason or purpose to care about what happens.


Comprehensibility
Sense of Coherence
Meaningfulness
Manageability
ill
well
employee
ill
well
organization

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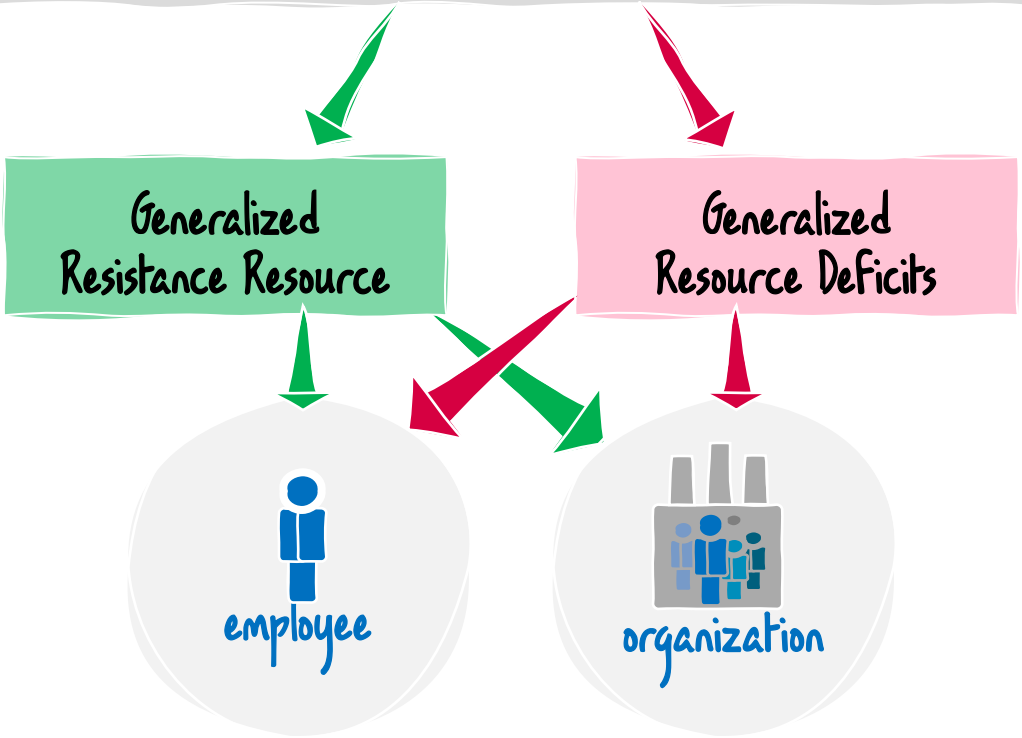
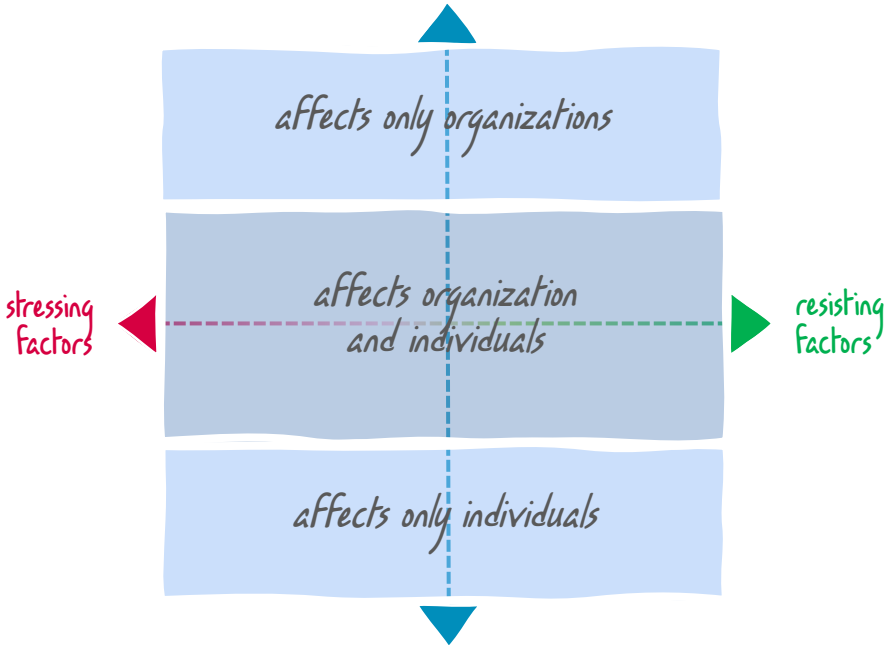
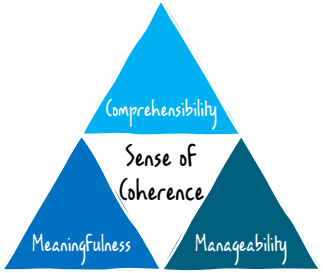
Agile Transformation = Series of Transformation Steps



Collect factors influencing an organization and its employees during an agile transformation.
Please put these where it feels appropriate according to the two given axes.





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