

# *Organizations Alive!*

## **WORKOUT Outcomes**

The outcomes of an Organizations Alive! WORKOUT will depend on the particular objectives that are agreed to in advance, as well as the openness of participants to the unexpected. Generally, outcomes include:

1. **Affirmation.** Whether the client organization is a well-run operation or struggling to survive, one of the major outcomes of using Organizations Alive! as a framework, is that things begin to make sense. Participants see that, what can appear to be chaotic and confusing actually fits together into a beautiful whole. People feel more positive, more hopeful, about their work following a WORKOUT.
2. **Learning.** The Organizations Alive! Model is very simple ... but elegant in the way that it weaves together all of the complexities of organizational dynamics. No matter what the other outcomes are, participants look at organizations differently after an Organizations Alive! WORKOUT.
3. The Organizations Alive! Model helps to identify the significant **challenges and opportunities** that an organization is facing, much like a SWOT, but it shows how they are unique, interdependent, and delicately balanced. Nothing is left out in the rain. Hidden opportunities are found. Organizations Alive! provides a way of thinking clearly into complex issues, strategizing to best advantage, and reducing the waste of effort, time, and money.
4. **Next Steps.** WORKOUT participants easily put their finger on the key result area(s) that need attention. Next steps are usually directed to what needs to be fixed, what needs to be maintained, and what needs to be new and different.

In addition to these outcomes, the Organizations Alive! Model has been used as a tool in many other **applications**, such as training and learning programs, performance management, product development, 360 feedback, team building, strategic planning, etc.