

Transformation Discovery Compass

Clarity. Orientation. Impact.

ORGANIZATION

TEAM

DATE

ITERATION



02

Dynamic-Resilient Organization

Stability and agility

- a) Where do we need stability, where agility?
- b) Which structures slow change down in daily operations?



03

High-Impact Teams

Ability, willingness, permission

- a) What do teams lack: ability, will or permission?
- b) Which decisions may teams make on their own?



04

Systemic Leadership

From control to enablement

- a) Where are decisions made, and where is the knowledge?
- b) What does leadership enable rather than control?



05

Adaptive Innovation

From initiative to capability

- a) How quickly can an idea be tested?
- b) Who decides whether an experiment continues?



01



WHY

Problem and urgency

- a) Which value-relevant problem are we solving?
- b) What happens if we change nothing?

06

Responsive Strategy

From plan to operating system

- a) Which assumptions does our strategy rest on?
- b) How do we notice early that they no longer hold?



WORKING WITH THE CANVAS

1 **Start with the WHY.** Capture the problem in one sentence before filling in the fields.

2 **Collect observations.** Use sticky notes in each field, one concrete observation per note.

3 **Draw the interplay.** Mark connections between fields and look for the mechanism that keeps the blockage in place. This yields two or three candidate questions.