

# Adaptive Capability Assessment

*Discover Your Organization's Readiness for Continuous Change*

A comprehensive 2-3 day diagnostic engagement that reveals your adaptive maturity, identifies critical capability gaps, and provides a strategic roadmap for building organizational resilience in an era of constant change.



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## Why Assess Your Adaptive Capability Now?

Most organizations don't fail at individual changes. They fail at continuous adaptation. The difference between managing discrete transformations and building adaptive capability is like the difference between hiring personal trainers for every workout versus building your own fitness infrastructure.

### You Need This Assessment If:

- You're managing 3+ simultaneous transformation initiatives and capacity is stretched
- Change success rates vary wildly: some initiatives succeed, others stall inexplicably
- Each new transformation feels like starting from scratch despite past experience
- You're heavily dependent on external consultants to navigate every change
- Leadership recognizes that traditional 'change management' isn't working anymore
- You suspect cultural or structural issues are undermining transformation efforts
- You want to benchmark against adaptive capability best practices

**What Makes This Different: Traditional change readiness assessments focus on one specific initiative. The Adaptive Capability Assessment evaluates your enterprise-level infrastructure for handling continuous change across all initiatives, now and in the future.**

## What We Assess: The Six ACE Capability Dimensions

The assessment evaluates your organization's maturity across six interconnected capability areas that determine your ability to adapt continuously:

### 1. Assessment & Sensing Capability

How effectively you identify, prioritize, and prepare for change

- Environmental scanning and early warning systems
- Change portfolio visibility and prioritization
- Capacity vs. load analysis (are you overloaded?)
- Stakeholder change readiness diagnostics
- Cultural and political dynamics assessment

*Maturity levels: Ad hoc > Reactive > Systematic > Predictive > Adaptive*

### 2. Infrastructure & Governance

The structural foundation for coordinating and sustaining change

- Change governance structures and decision rights
- Portfolio management mechanisms (managing multiple changes)
- Resource allocation and capacity planning
- Knowledge management and lessons learned systems
- Integration with existing governance (PMO, strategy, operations)

*Maturity levels: Absent > Project-based > Coordinated > Integrated > Embedded*

### 3. Capability Building & Development

Your capacity to build and sustain internal change expertise

- Internal change champion network and development
- Training and certification programs
- Community of practice effectiveness
- Skill gap identification and development planning
- Career paths for change professionals

*Maturity levels: Consultant-dependent > Ad hoc internal > Structured development > Self-sustaining > Innovation-driving*



## 4. Cultural Embedding & Behavioral Systems

How deeply adaptive behaviors are woven into daily operations

- Psychological safety for experimentation and learning
- Behavioral norms and rituals that reinforce adaptability
- How resistance is treated (problem vs. data)
- Learning culture and continuous improvement mindset
- Recognition and reward alignment with adaptive behaviors

*Maturity levels: Resistant > Tolerant > Accepting > Embracing > Thriving*

## 5. Leadership & Sponsorship Capability

Leaders' ability to navigate ambiguity and model adaptive behaviors

- Executive sponsorship quality and consistency
- Leadership alignment on transformation priorities
- Decision-making effectiveness in complexity and ambiguity
- Visible modeling of adaptive behaviors
- Leadership pipeline aligned to future adaptive needs

*Maturity levels: Directive > Supportive > Enabling > Modeling > Architecting*

## 6. Execution & Sustainment Systems

Your ability to implement and embed changes successfully

- Transformation methodology and approach quality
- Stakeholder engagement effectiveness
- Communication strategy and execution
- Adoption measurement and course correction
- Post-implementation review and embedding practices

*Maturity levels: Tactical/reactive > Planned > Structured > Optimized > Self-improving*

## How the Assessment Works

### Phase 1: Discovery & Data Collection (Day 1)

#### Stakeholder Interviews (6-10 key leaders and change practitioners)

- 60-minute structured conversations
- Current state, pain points, aspirations
- Multiple perspectives across levels and functions

#### Document Review

- Past transformation documentation
- Change management artifacts
- Governance structures
- Training materials

#### Quantitative Data Gathering

- Change initiative portfolio review
- Success/failure patterns
- Resource allocation
- Timeline and budget performance

### Phase 2: Analysis & Maturity Scoring (Between Sessions)

I analyze all inputs against the six ACE dimensions, scoring your organization's maturity on each capability area and identifying patterns, gaps, and root causes.

### Phase 3: Findings & Roadmap Development (Day 2-3)

#### Executive Readout (2-3 hours)

- Comprehensive findings presentation
- Maturity profile across six dimensions
- Priority capability gaps
- Root cause analysis
- Strategic recommendations

#### Interactive Roadmap Session (2-3 hours)

- Collaborative roadmap development
- Prioritization of initiatives
- Quick wins vs. strategic builds
- Resource requirements
- Implementation sequencing

## What You Receive

### 1. Adaptive Capability Maturity Profile

Visual dashboard showing your organization's current maturity across all six ACE dimensions with comparative benchmarks

### 2. Comprehensive Assessment Report (40-60 pages)

Executive summary - Detailed findings by dimension - Strength areas to leverage - Critical capability gaps - Root cause analysis - Cultural and structural insights - Risk factors and enablers

### 3. Strategic Roadmap

Prioritized initiatives for capability building - Quick wins (0-6 months) - Foundation building (6-18 months) - Strategic capability development (18-36 months) - Resource requirements and investment levels - Success metrics and milestones

### 4. Implementation Planning Template

Project charter template - Governance structure recommendations - Stakeholder engagement framework - Communication plan outline - First 90-day action plan

### 5. 60-Day Follow-Up Session

One 90-minute session to address questions, refine roadmap, and support early implementation decisions

## Investment & Engagement Model

**Assessment Investment: EUR 18,000 - 28,000**

### Investment depends on:

- Organization size and complexity
- Number of stakeholder interviews required
- Depth of document review
- Geographic distribution (travel requirements)
- Timing urgency

### What's Included:

- All stakeholder interviews
- Comprehensive document review
- Full analysis and maturity scoring
- Executive findings presentation
- Interactive roadmap session
- All deliverables listed above
- 60-day follow-up session

**Typical Timeline:** 4-6 weeks from kickoff to final roadmap delivery

## **What Happens After the Assessment?**

The assessment is designed to stand alone as valuable strategic input, regardless of whether you engage further services. You own all deliverables and can implement recommendations with your internal team or other partners.

That said, most clients choose one of three paths:

### **PATH 1: Full ACE Implementation**

Design and build the adaptive capability infrastructure identified in your roadmap. Typical engagement: 6-18 months.

### **PATH 2: Targeted Capability Building**

Address 1-2 priority capability gaps (e.g., build change champion network, establish governance). Typical engagement: 3-6 months.

### **PATH 3: MTE + ACE Hybrid Approach**

Execute a critical transformation (using MTE) while simultaneously building specific ACE capabilities. Typical engagement: 6-12 months.

I'll present all options during the roadmap session with transparent investment ranges so you can make informed decisions.

## Who This Assessment Is For

### **Ideal for organizations that:**

- Recognize continuous change as strategic reality, not temporary disruption
- Have C-suite commitment to building long-term adaptive capability
- Are willing to invest in capability infrastructure, not just quick fixes
- Want to reduce dependency on external consultants over time
- Need objective assessment of current state before committing to capability building
- Are facing multiple simultaneous transformations with inconsistent results

**Organization Size:** Typically 200+ employees (smaller organizations may benefit but need simpler approaches)

**Industry:** Any, the six capability dimensions are universal across sectors

### **Common Triggers:**

- Post-merger integration revealing capability gaps
- Multiple failed or stalled transformation initiatives
- New leadership recognizing need for systematic approach
- Preparing for major strategic shift requiring organizational agility
- Excessive consulting spend with limited internal capability growth

## Ready to Get Started?

The first step is a consultation to determine if the ACE Assessment is right for your organization and to answer any questions about the process.

### Schedule Your Assessment Consultation

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I look forward to helping your organization build the adaptive capability needed to turn constant change into competitive advantage.

**Kelly Brogdon Geyer**

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