

# Signal Integrity Diagnostic™

Know what stands between  
intent & performance

An independent whole-system organisational diagnostic for navigating  
change and transformation towards sustained performance.

Protect investment.  
Prioritise action.  
Strengthen performance.



See the signals. Understand the dynamics. Know where to intervene.

# What it's for

## The performance challenge

When leadership intent does not travel intact, execution slows, priorities compete, and decisions stall. Time, budget, and capacity are consumed by rework and other activities that do not advance the intended outcome.

The Signal Integrity Diagnostic examines how **clarity, consistency and coherence** are experienced across organisational levels, identifying potential gaps and where leadership attention and **investment** should focus first.

## Executive questions

### Intent loss

Where is intent diluted?

### Execution friction

What is slowing delivery?

### Divergence

Where do groups see things differently?

### Prioritise action

Where should leaders act and invest first?

## What it diagnoses

- Strategic intent
- Leadership signals
- Decisions
- Cross-functional relationships
- Information
- Feedback
- Day-to-day reality

## 7 Organisational conditions

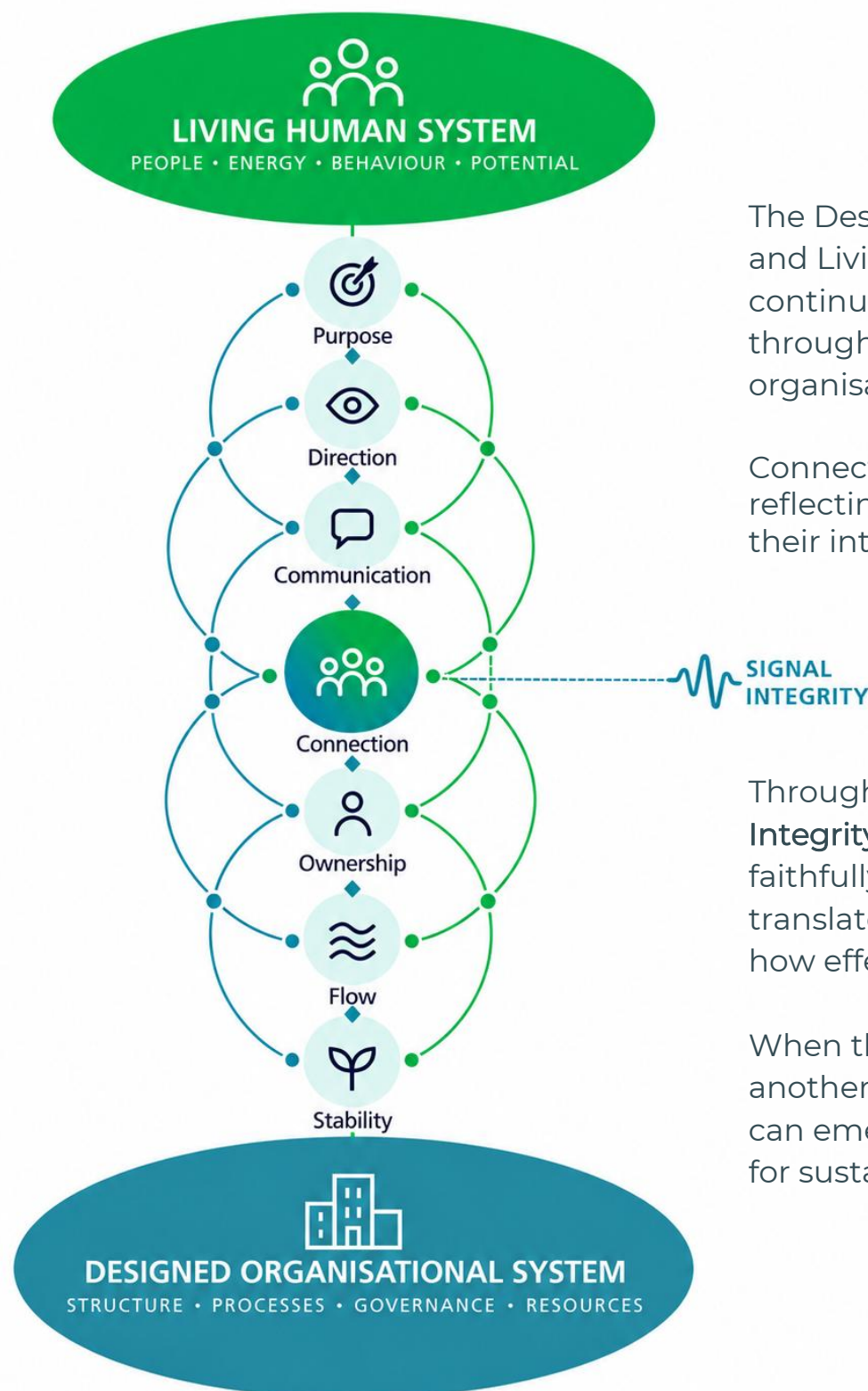
Stability · Flow · Ownership ·  
Connection · Communication ·  
Direction · Purpose



Relevant when execution slows, transformation friction rises, or investment is not translating into delivery.

# Connecting the dots

Two interacting systems. Seven interdependent organisational conditions



The Designed Organisational System and Living Human System continuously influence one another through seven interdependent organisational conditions.

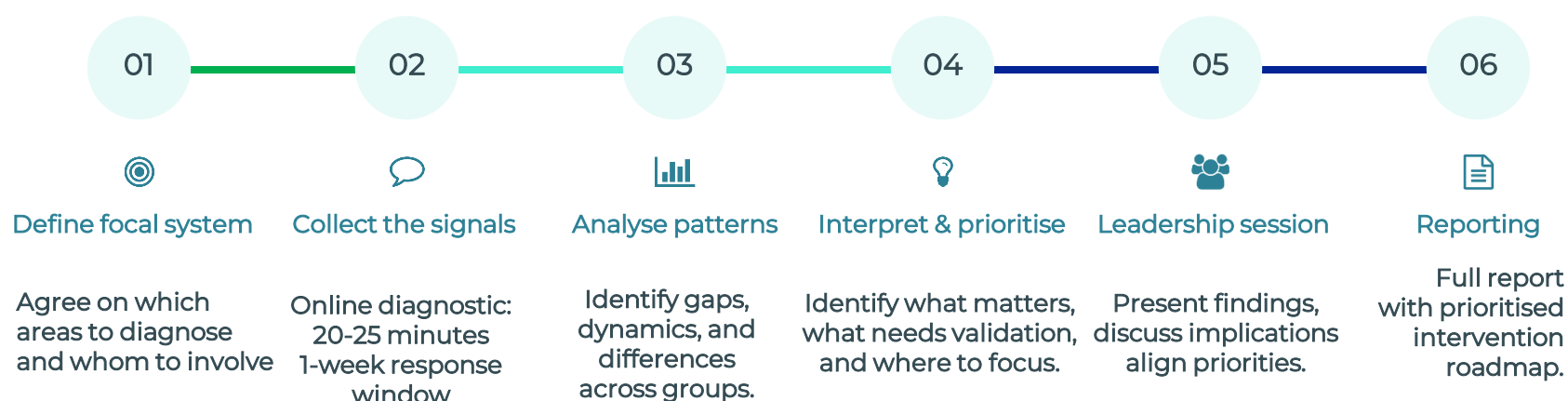
Connection sits at their centre, both reflecting and shaping the quality of their interplay.

Through these conditions, the **Signal Integrity Diagnostic™** examines how faithfully organisational intent translates into everyday reality, and how effectively feedback travels back.

When these conditions reinforce one another, **Organisational Coherence** can emerge, creating the foundation for sustained performance.

# How it works

A clear, structured process. Real organisational insight.



Typical timeline: 2 weeks,  
from launch to leadership session

## Controlled scope

- ✓ Focal system and organisational boundary are agreed upfront.
- ✓ A project, transformation or operational concern may provide the initial focus without defining the system boundary.
- ✓ Within the agreed focal system, the diagnostic examines the organisational levels and relationships needed to understand how intent translates into execution.
- ✓ External stakeholders are included selectively, only where their perspective is relevant to understanding the focal system.
- ✓ Any extension, deeper investigation or follow-on intervention is discussed and agreed separately.

Whole-system in perspective. Controlled in execution.

# How insight becomes value

A clear, independent view of what the organisation is signalling, and how to navigate it.



## Key outcomes

- Where signals remain intact, become distorted or are lost.
- Visibility of Intent–Execution and Execution–Impact gaps
- Alignment, divergence and signal integrity across organisational levels and external boundaries
- Clarity on what needs validation, repair or intervention
- Human capacity across four energy domains: Physical, Emotional, Mental and Meaning
- Integrated SII™–EII™ analysis to inform interpretation and intervention priorities.

## Core deliverables

### 90-minute leadership presentation

- brief context/background
- what was assessed and how
- key findings
- implications & priority areas

### Written diagnostic report

- Key diagnostic findings
- Signal Integrity Index (SII™) and
- Energy Intelligence Index (EII™) baseline & interpretation
- Areas requiring further validation
- Prioritised intervention roadmap

Protect investment by identifying where organisational friction consumes time, budget and capacity, and where intervention can create the greatest leverage.

# Beyond the diagnostic

From prioritised insight to targeted action.

## The diagnostic can stand alone

Where useful, bespoke follow-on interventions are shaped by the prioritised action points identified through the diagnostic.

Support focuses on the specific gaps, dynamics and organisational conditions affecting performance, change or delivery.

## Ways to act

### Navigate: Executive Advisory

Leadership alignment, decision flow and sustained execution.

### Realign: Alignment Workshops

Priorities, relationships and action with the people who need to move together.

### Reframe: Keynotes & Signature Sessions

Perspective shifts and new ways of seeing the system.



Example: facilitated alignment intervention

Targeted support, shaped by diagnostic priorities.

# Curious what your organisation is signalling?

Let's explore where clarity holds, where signals become distorted,  
and where leadership attention should focus first.



This wasn't vague theory. It was structured  
organisational analysis. The assessment provided a  
clear roadmap with measurable outcomes and gave  
us the credibility to act decisively.

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