To what extent has the hierarchy…
…been shaken and disturbed by recent circumstances?

Has staff engagement…
…manifested more as delegation or actual empowerment?
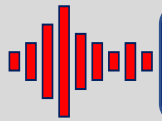
Considering your voice in the organisation…
…has it been easier or more difficult to speak up in general – and be heard?
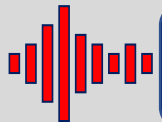
How wide is the gap between…
…pledges and practice in terms of organisational behaviour?

In terms of leadership, what has been…
…the balance between command-and-control and other styles?

Regarding power in the workplace…
…has it been more or less visible – and, if so, in what ways?

Considering rank in the organisation…
…is the distance between "somebodies" and "nobodies" more or less pronounced at this time?

HIERARCHY

We are familiar with the pyramidal structuring of our organisations. Are there instances you can identify where that structure has seemed softer and more wobbly? Or has it firmed up in response to external circumstances? What observations do you feel able to draw from this?
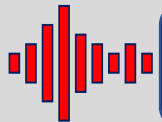
There is also the question of the way in which hierarchy has behaved in this regard: have you experienced a greater licence to act with autonomy – or has the hierarchy merely been delegating?
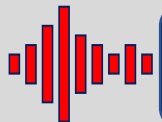
CULTURE

Many organisations nurse a paradox at their heart in respect to the espoused values and notional culture that they embrace – and workplace practices (particularly amongst senior leaders) that confound those positions. How has the circumstances impacted this, if at all?
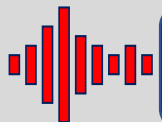
LEADERSHIP

Leadership needs to be a fluid practice, assuming approaches in the moment that most suit the circumstances. However, many default to command-and-control without consideration of context. How has that been recently?

POWER

Traditional thinking tends to regard power as a resource that, in being possessed by one is denied to another. But this disregards the fact that we are as individuals enmeshed relationally by power, which achieves its greatest effect by defining that which is thought to be normal and thence what might be considered "Other" in that context. This nuanced approach is crucial to a rich understanding of dynamics within the workplace and beyond, in terms of rank, race and other elements.

Radical OD
WORKING AT THE ROOTS