Productivity Maturity

**UNAWARE**
- No Care Culture
  - Workforce practices applied without analysis of impact
  - Workers are overbooked or idle
  - No program, or governance

**ORGANIZATIONAL CULTURE**

**PREDICTABLE**
- Ownership Culture
  - Leadership championed program
  - Lessons are learned, new ideas are welcomed
  - Procedures are owned by the workforce/project team
  - Risk mitigation planned

**COMPLIANT**
- Compliance Culture
  - Executive sponsorship secured
  - Plan the work and measure progress
  - Risks Assessed
  - Structured program consistently applied & audited

**REACTIVE**
- Blame Culture
  - Executive sponsorship explored
  - Productivity is important, we do a lot when productivity is poor
  - Program lacks consistency, need for governance recognized
  - Metrics explored

**OPERATIONALLY EXCELLENT**
- Leadership Culture
  - Leadership has active roll in productivity improvement
  - Proactively identify opportunities and take action
  - Planning our work, it's how we do business
  - Analysis drives strategic business improvement