

PARTICIPANT WORKBOOK

ODM Baseline Workshop

Worksheets for current behavior, outcomes, signals, decisions,
attention, and the first adoption bet

Working agreements

Use specific examples. Separate observation from intent. Treat gaps as learning opportunities. Do not attribute findings to named individuals.

1. Current Management Behavior Map

Behavior / forum / artifact	Focus: A/O/E/D/L	Observed effect

2. Outcome Clarity Snapshot

Initiative or investment

Intended outcome

Beneficiaries and impact

Leading indicators and lagging proof

3. Signal Inventory

Information reviewed	Keep / simplify / add / stop	Decision affected

4. Decision Reflection

Decision and owner

Evidence available and missing

Elapsed time and points of delay

Outcome, learning, and next evidence

5. Leadership Attention Profile

Domain	Current /100	Desired /100	Implication
Strategic Outcomes			
Execution Health			
Engineering Excellence			
Customer Signals			
Organizational Effectiveness			
Total	100	100	

6. Baseline Summary and Adoption Bet

Current strengths

Current constraints

Greatest learning opportunity

Bet template: We believe that [behavior change] will improve [outcome or decision capability], as measured by [evidence], within [bounded context and review period].

Our adoption bet

Owner, evidence, and review point

Use note: Proposed ODM workshop material. The baseline is evidence, not a grade. Do not use it to rank individuals or teams.