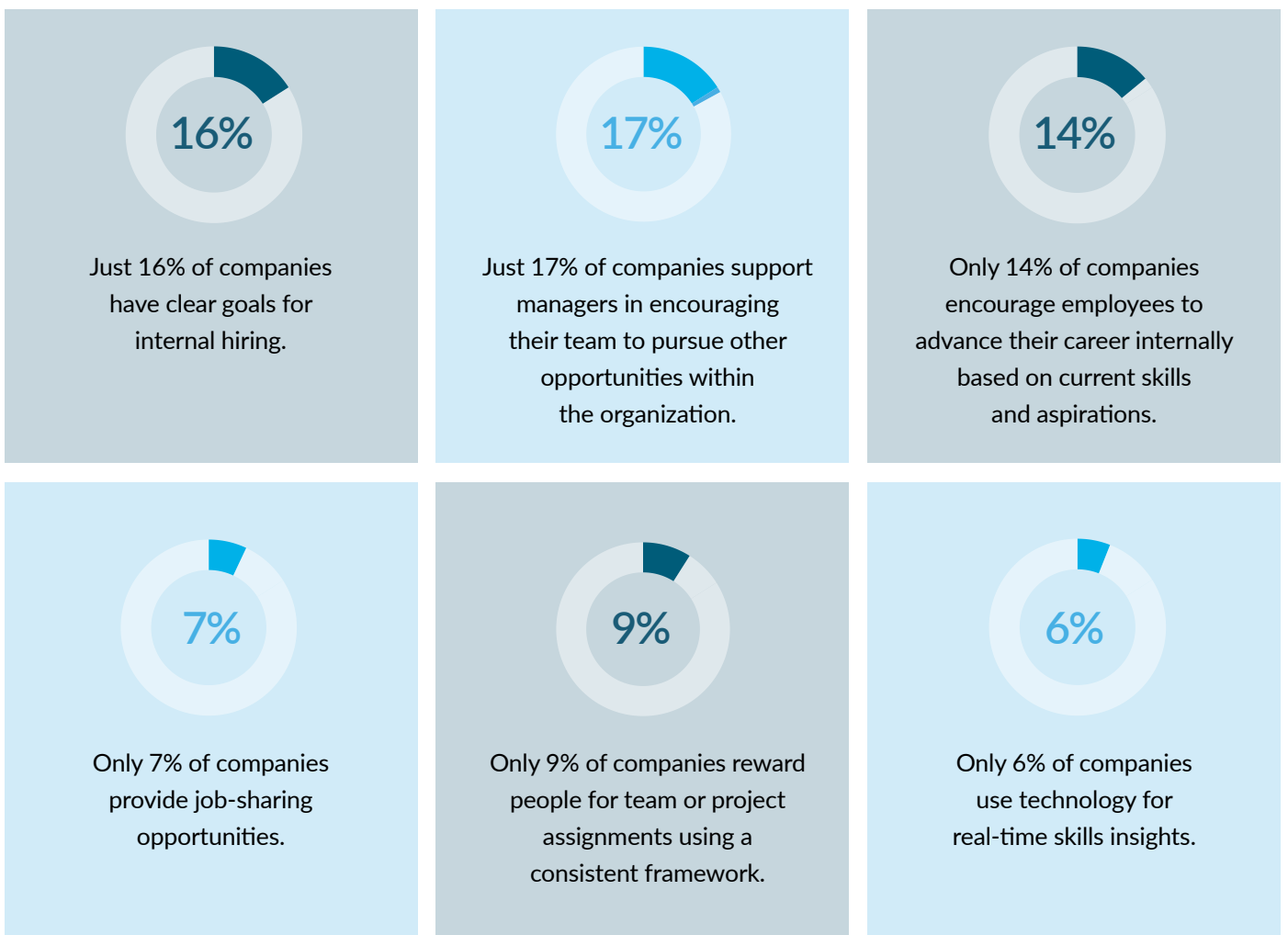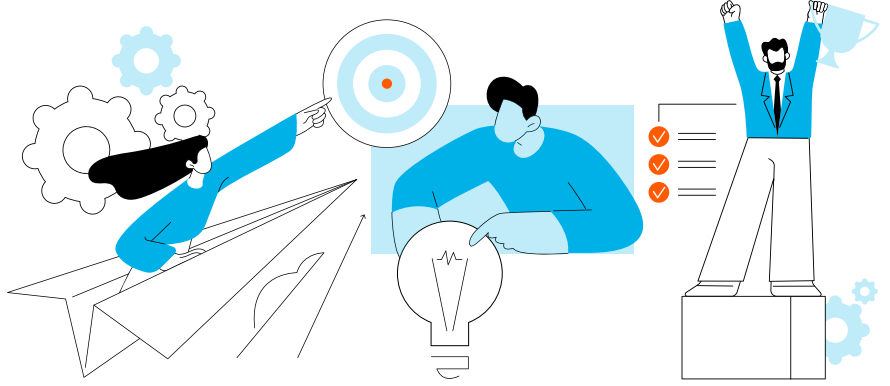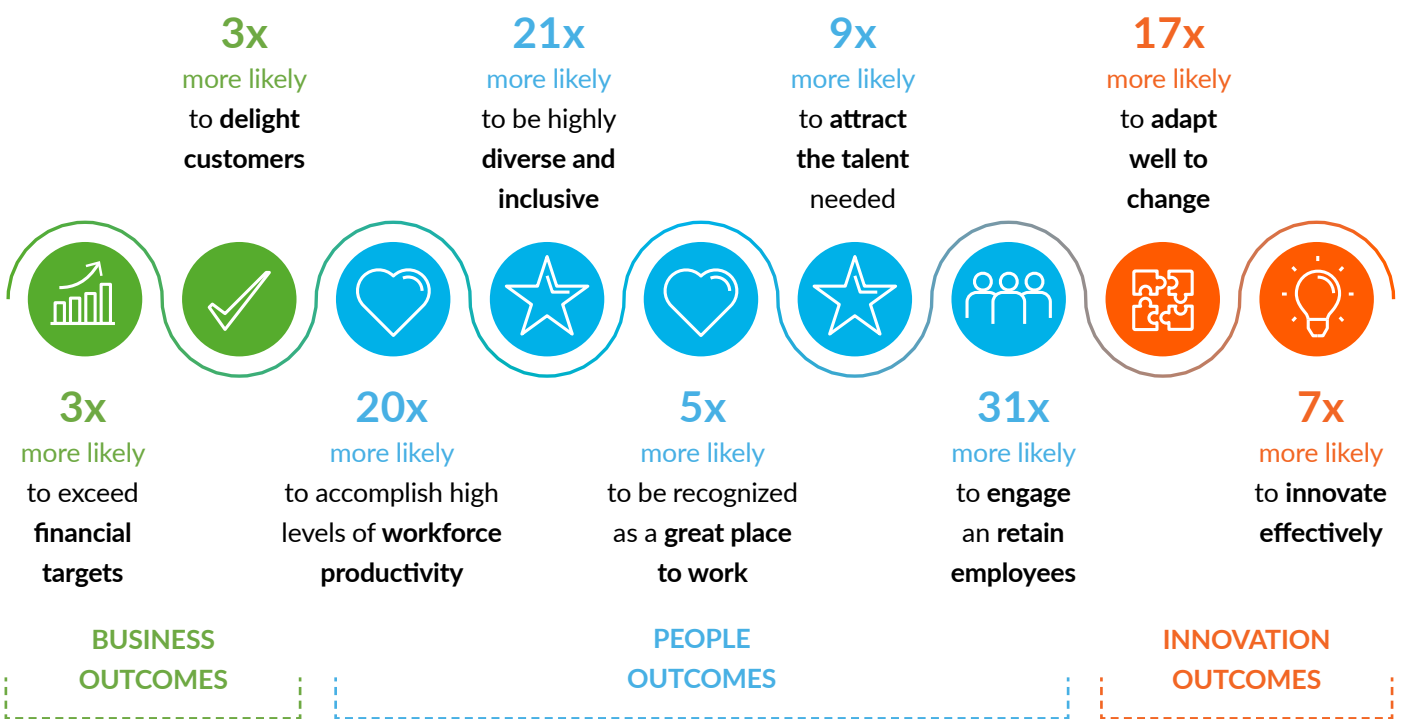# The Definitive Guide to Building a Dynamic Organization

Only 7% of companies are what we call "dynamic organizations." These organizations continuously transform at speed and scale to drive exponential business, people, and innovation outcomes.

16%

Just 16% of companies have clear goals for internal hiring.

17%

Just 17% of companies support managers in encouraging their team to pursue other opportunities within the organization.

14%

Only 14% of companies encourage employees to advance their career internally based on current skills and aspirations.

7%

Only 7% of companies provide job-sharing opportunities.

9%

Only 9% of companies reward people for team or project assignments using a consistent framework.

6%

Only 6% of companies use technology for real-time skills insights.

DYNAMIC ORGANIZATIONS ARE:

3x more likely to **delight customers**

21x more likely to be highly **diverse and inclusive**

9x more likely to **attract the talent** needed

17x more likely to **adapt well to change**

3x more likely to exceed **financial targets**

20x more likely to accomplish high levels of **workforce productivity**

5x more likely to be recognized as a **great place to work**

31x more likely to **engage** an **retain employees**

7x more likely to **innovate effectively**

BUSINESS OUTCOMES

PEOPLE OUTCOMES

INNOVATION OUTCOMES

To learn more about the journey to becoming a dynamic organization, see:
The Definitive Guide to Building a Dynamic Organization. Our full report includes the following:

- 8 elements and 24 dimensions of the Dynamic Organization Framework
- 15 essential practices that matter most, as well as their impact on outcomes
- 6 key research findings
- 4 levels of the Dynamic Organization Maturity Model
- Action steps on how to advance to greater levels of maturity
- Examples of excellence