IP BEST PRACTICES

Values Tracker

A best practice shared by Niels Kooi.

Generated on 22 November 2026

Values Tracker

Aligns organisational values with strategy by comparing stakeholder aspirations and employee perceptions, identifying priority gaps as input for targeted actions.

Key steps

Engage key stakeholders (e.g. Strategy, Transformation Office) to define the aspired levels for each value, for instance on a scale of 1-10, just by averaging their opinions, no consensus needed.

Assess current values' perceptions with employees, by surveying them centrally, or team-by-team when they engage in other change-programme activities, combining scores to create an overview.

Highlight the most critical values per organisational unit (country, business unit, etc.) to provide input for targeted action plans that bridge the values gaps.

CONTACT

InspiringPeople

ADDRESS

Maliebaan 45

3581 CD Utrecht

The Netherlands

PHONE

+31 84 00 38 999

EMAIL

contact@inspiringpeople.com



“Inspire to engage”