

Determining Focus Areas to Support Growth

Place a check on each statement that is true.



Vision & Strategy:

- You have communicated a compelling vision for the organization
- Every employee can articulate what differentiates your organization from the competition
- The business has clearly defined success measures
- There is excitement about the future direction of the organization
- Employees can identify with the higher purpose your organization serves and it is a source of pride
- The strategies and steps needed to reach the vision are defined with enough clarity for others to align their work
- The vision and strategies serve as guides to making decisions



Organizational Structure:

- The design of your organization supports your future versus your current or past needs
- The flow of work is aligned to the focus of your organization
- The authority and power resides within the areas most responsible for your future
- The roles, responsibilities and decision authority are so clear that duplication of roles, unclear ownership or power conflicts are non-existent
- Operational systems for production, R&D, sales, accounting, human resources, etc., are clearly defined and take a systems perspective to ensure they are not burdensome
- Each individual produces measurable results tied to the strategies and vision
- Each individual has some type of ongoing feedback system to let them know they know they are meeting quality and productivity expectations
- Communication flow ensures that every employee is updated on the strategic direction, key decisions and the reasons behind those decisions
- Meeting structure includes one on one meetings between managers and employees, staff meetings and meetings to monitor and address strategic initiatives

Determining Focus Areas to Support Growth (continued)



Culture:

- The desired culture of the organization is clearly defined by no more than 8 core values
- The behaviors to support those values are defined and understood by all employees
- Leaders have the personal values and skills required to demonstrate and support the desired culture
- You have the right processes in place to reinforce the culture and the change you want



Leader Shift:

- Leaders think and act both strategically and tactically
- Leaders have the skills to support organizational change
- Leaders are courageous enough to make changes when needed
- Leaders act based on what is best for the organization instead of what is best for themselves or in order to be liked
- Leaders have the skills required to be effective at their level of the organization
- Leaders have insight into their personal effectiveness as a leader and are aware of the perceptions they leave with others

Have a missing area or a few missing steps?

Relax, we can help. We have decades of proven experience in helping companies and organizations close these gaps.

Call or email to set up a free consultation.
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