

What's Keeping Your Organization From Being As Effective And Successful As It Could Be?

All organizations have problems. Problems also represent opportunities—to find better, more effective (and often safer and less costly) ways to do things. Often we need to step back and look at the issues from a different perspective. Consider asking the people in your organization who are closest to the work. They are most likely the most aware of problems—and how to solve them.

Conduct your own organizational assessment; Review the list below of common organizational problems and concerns. Check all the problems you currently encounter. Then circle the three that are giving you the most concern right now.

- We lack clear organizational vision, direction, strategy, and goals.
- Our associates/executives/people/staff don't work as a team.
- Our managers and supervisors need to improve operations/production/safety.
- Our managers and supervisors need better interpersonal skills.
- Communication throughout the organization is vague and confusing.
- Meetings are seldom focused, rarely productive and usually waste time.
- There's no organized process or system to get things done around here.
- Routine activities and functions take way too long to accomplish.
- Projects don't always get done on time/within budget.
- Our policies and procedures are not documented/Need updated.
- Our managers are bosses—and not coaches and mentors to their employees.
- Our sales organization lacks the skills to sell in today's market.
- We won't win any awards for our customer service anytime soon.
- Many of our employees don't have the skills required to do their jobs.
- We lack the time and staff to design and deliver required training programs.

If you circled more than three boxes, call for an immediate consultation.

Or, return your checklist by fax or E-mail to:

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