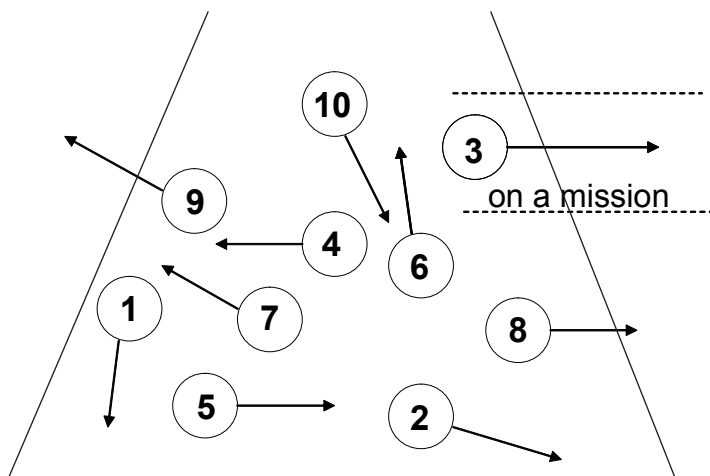




Achieving Peak Performance

Organizational Vision



Current State

How do we get the key indicators in alignment to reach the organizational vision?

Rate each of the items on a scale of 1-10

1

Clear Strategy: The Strategic Plan should be developed in such a way that all parts of the organization can understand how it relates to their role and responsibilities. How clear is your strategy communicated all the way through the organization to every group and team?

YOUR SCORE

2

Scorecards at Every Level and Team:

A measurement system should be in place that serves as a scorecard for every level and team. The scorecard should reflect on each team's financial, customer relationships, work processes, learning and growth, and the work environment. How well does your scorecard reflect the strategy and serve as an active part of the communication system?

YOUR SCORE

3

Goal Alignment:

Every scorecard should have goals that are capable of being impacted by the team. Every team member should be able to tell others how their individual goals impact the organization. Are all team goals in alignment with the organization's scorecard?

YOUR SCORE

4

Coaching for Individual Development:

Every individual should have an individual development plan of some kind and their leader should have a process of coaching the individual to allow the person to achieve at their highest potential. To what extent do your employees have individual development plans?

YOUR SCORE

5

Participation and Involvement by Every Employee. Each employee has much to contribute, but they are seldom asked and even less often will the individual volunteer ideas and suggestions. Each manager should strive to create an environment where it is safe for employees to contribute their ideas. To what extent do your employees participate with ideas?

YOUR SCORE

6

Relationships Enhanced Between Internal and External Customers:

The goals of each team should be shared with other teams, both internal and external. Through this process, the relationships can be significantly improved. How well do our teams know the goals of their internal and external customers?

YOUR SCORE

7

Communication Without Retribution:

Employees want to contribute, but in a great number of situations, they do not. This is because they fear something bad will happen. Feeling safe is important to every employee, sharing information has a risk factor, and sometimes also a negative consequence. How well do we communicate both good and bad news without retribution?

YOUR SCORE

8

Streamlined Processes:

To what extent do all teams evaluate processes and actively eliminate non-value added activities and waste?

YOUR SCORE

9

Follow-up and Accountability:

To what extent are deadlines kept? To what extent are employees accountable for their roles and responsibilities? To what extent are monthly follow-up meetings held to review the status of projects and commitments?

YOUR SCORE

10

Everyone A Leader: Each person should take the responsibility to have initiative, to step up to the plate when they should. Empowerment is one thing, but taking responsibility is the other side of the coin. To what extent are all employees a leader?

YOUR SCORE

Total Score:
