

The Strategic Development Transformer



Instructions: Please read the five statements under each category.

Score the company on a scale of 1 to 5.

1 – No/Never 2- Not very often 3 – Sometimes 4 – Usually 5 – Yes/Always

Awareness

1. Current Talent and Potential:

Your business has a process in place to objectively measure the personality and capacity profiles of all your people to insure that you have the right talent in the right jobs. _____

2. Future Talent and Potential:

Your business has a process in place and consistently implement an effective pre-hire measurement tool to insure all new hires “fit” the job. _____

3. Effective Leadership Culture:

Your company has awareness of the individual leadership styles of your leadership team and can objectively measure that against a statistically proven effective leadership model _____

4. Gap Analysis:

Your organization has a process in place and consistently implement an objective measurement tool to measure the gap between your organization’s performance versus potential (what is” vs. what could be”). _____

5. Effective Communication:

Each member of your leadership team demonstrates the ability to communicate effectively and you consistently implement an objective measurement tool to insure effective communication. _____

Total score for Awareness _____

Planning

1. Planning Process:

The business has a formal strategic planning process that is consistently implemented each year. _____

2. “Buy In”:

Your organization is driven by a clear vision and strategy that is understood and supported by every person at every level of the organization. _____

3. Competitive Advantage:

Your company has identified the uniqueness of your product or service and your strategy is designed to promote the uniqueness, giving you a distinct competitive advantage. _____

4. Involvement:

Your leaders implement a consistent process that facilitates the “best thinking” from each member of your leadership team. _____

5. Long – Term Planning:

Your business has specific written long-term (5 Years) objectives and has identified strategic initiatives that will drive achievement. _____

Total score for Planning _____

Development

1. Commitment to Potential:

There is a designated budget for development of potential of every member of your organization including top leadership. _____

2. Individual Contribution:

Our development process communicates the connection between the jobs of each individual and the vision of the organization. _____

3. Future:

Your organization consistently implements a developmental process at every level of your organization from support staff to top leadership. _____

4. Job Satisfaction:

Your organization implements a consistent developmental process that allows your employees to see the opportunity to satisfy their own needs by contributing to the achievement of organizational goals. _____

5. Goal Directedness:

Your organization implements a consistent development process that ties day-to-day operations to specific, measurable goals at every level of your organization. _____

Total score for Development _____

Results Management

1. Measurement:

Your organization knows on a day-to-day basis how you are progressing toward your future vision. _____

2. Tracking:

You company has a tracking system in place to measure progress of all key functions – daily, monthly, and year-to-date. _____

3. Management:

Your organization conducts monthly or quarterly results management meetings. _____

4. Focus:

Your organization is focused on results. _____

5. Performance:

You organization has a process in place to measure individual performance and implement that process in every annual job review. _____

Total score for Results Management _____

Total Score For All 4 Sections _____

Is our program right for you?	
90 - 100	Don't need our help!
75 - 89	Could sharpen a few things
60 - 74	Would benefit greatly
< 60	Must change something!