

ORGANIZATIONAL ASSESSMENT



Key Takeaways

- › Ensure each position is filled with individuals capable of fulfilling the requirements of the job
- › Succession planning is one of the most important tasks for the board of directors
- › Think about the roles in the company and how they can evolve
- › The need to change the individuals within a business can be crucial in accelerating business performance
- › The seven interrelated levels of organization should be understood to gain maximum results from your business

Questions to Consider

- › What can we do to ensure that the people assigned to tasks are able to perform them best?
- › Do you have a succession plan for all positions in your business?
- › How can you use new hires and other succession-based changes as a method of growing the customer base and business?

INTRODUCTION

A well-developed organizational model and a high level of individual capability are critical to the design and implementation of a successful strategy.

Putting in place a winning organizational model will require you to review organizational structure, identify capability requirements for strategy, benchmark, your model vs. comparable competitors and identify requirements to close performance gaps.

A tough and honest assessment of an organization is one of the most valuable and most difficult parts of strategy. Although evaluation, as data-driven as possible, can be broken down into seven related areas:

- › Culture diagnostics,
- › individual performance capability,
- › satisfaction style profile,
- › structure,
- › operating principles,
- › collective capabilities, and
- › values summary

Acting early to address issues can also have enormous long-term benefits.

Guidance

It is important, but difficult, to address the capabilities are of the people in different "boxes", what demands are expected of them, and whether those people can or will be able to fulfill their task.

Once you have a stable group of people that have optimized the work they were assigned to, it is important to plan for their succession. Succession planning is one of the most important tasks for the board of directors. It is important to keep a "20 second and 20 year" strategy for each position, so that current operations, evolution, and future goals can be accounted for, and so any sudden changes can be responded to. It is also important remember that succession is about working with them before, during, and after they are introduced. This allows for minimal distraction and damage and will accelerate the road to success.