

ClearPath Alliance: Organization Effectiveness -- Self-Assessment

Below are statements that describe practices and success factors for high-performing organizations. Please indicate your agreement or disagreement for the organization you are currently with. For each statement, please circle the appropriate number to indicate your response. There are no right or wrong answers to these questions. Please give your candid opinion – only you will see the results. This survey can be completed in less than 10 minutes.

[5] - Strongly Agree, [4] – Agree, [3] - Neutral, [2] – Disagree, [1] - Strongly Disagree

Your Organization's Effectiveness	SA 5	4	3	2	SD 1
1. We have developed an executable 3-5 year business strategy which has full support from the extended leadership team and associates, and is continually updated to reflect internal/ external environment changes.	5	4	3	2	1
2. Our organization's financial performance is in the top 20% of our industry, and we know why this is so (e.g., performance to budget).	5	4	3	2	1
3. Our current organization structure supports execution of our 3-5 year business strategy, as well as the needs of our customers, internal business partners, and associates.	5	4	3	2	1
4. Our organization has a strong leadership bench for today's needs, and is developing a strong talent pipeline of leaders for future needs based on our 3-5 year business strategy.	5	4	3	2	1
5. Our organization is in the top 20% within our industry regarding attracting and retaining top talent/high performers.	5	4	3	2	1
6. We are proactively and effectively managing operational risk and relevant regulatory/legislative compliance issues.	5	4	3	2	1
7. We are executing a plan to efficiency manage operating cash-flow, capital equipment, information, technology, and other materials used to produce our products/services.	5	4	3	2	1
8. We are efficiently leveraging technology to enable our associates to drive customer satisfaction and business results.	5	4	3	2	1
9. We regularly use reliable and timely information sources to measure our overall organization performance (e.g., customer delight, associate satisfaction, financials, and process metrics).	5	4	3	2	1
10. We have selected and implemented a leadership model for executives/managers that is linked to their compensation and our organization's 3-5 year business strategy, and serves to protect our brand and reputation.	5	4	3	2	1
TOTAL:					

- Score of 45-50 points – you are likely doing better than most of your competitors
- Score of 38-44 points – you are doing an admirable job and have room for improvement
- Score of 30-43 points – you likely have some critical gaps and missed opportunities to address
- Score of <30 points – you likely have serious organization performance issues requiring immediate attention

In all cases, you likely could benefit from clearer alignment and execution of your business strategy, tactics, and leadership development. Learn more about solutions - Tel: (858) 292-5361 Email: info@clearpathalliance.com

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