

Ch2 | *Best People*

Things to Think About and Discuss

It is important to take time and give the following questions some serious thought. Be very honest with yourself and think your answers through in detail. You might also find it valuable to gather several people from your organization to discuss these questions as a group, exploring how each of you might answer the same questions differently. These opposing points of view and alternative ideas are critical to developing quality answers.

- 1.** What sort of an impact would it have on your organization if you truly became a talent machine?
- 2.** What is standing in the way of attracting top talent to your organization right now?
- 3.** How would you describe the current culture of your organization?
- 4.** What is the single best attribute of your current corporate culture?
- 5.** What is the single worst attribute of your current corporate culture?
- 6.** How do you think your customers (internal or external) currently view your organization?
- 7.** How would you describe the leadership style that permeates your organization? (Command & control, empowerment, micro-management, people focused, money focused, lead by example, do as I say / not as I do, fair and reasonable, aggressive and demanding...)
- 8.** Why do you think respect has become such an important issue for employees today?
- 9.** Explain what it is about your organization and the work you do that would cause your employees to feel that their work was genuinely meaningful and important?
- 10.** Do you think that the majority of employees in your organization are proud of where they work and the work they do? If so, why? If not, why not?