

Ch5 | Disciplined Execution

Effectiveness Audit

Below is a brief audit to help you determine how well your organization is doing on the key items outlined in this chapter. It is essential that you be completely honest in how you score the questions. This is not an exercise to get the highest score; it is a diagnostic tool to discover areas that need focus and improvement. On a scale of 1 to 10, with **one being strongly disagree** and **ten being strongly agree**, how would you score the following statements?

1. Our organization is highly effective at executing all of our important initiatives _____
2. The key leaders in our organization set a living example of disciplined execution _____
3. Every major initiative within our organization has been translated into a S.M.A.R.T. goal _____
4. Every major initiative in our organization has a firm due date and a clear owner who is 100% accountable for delivering the desired results _____
5. There is a high-level of mutual accountability throughout our organization for effectively executing on key initiatives _____
6. Our organization has done an excellent job of ensuring that all major projects and initiatives are aligned _____
7. We set realistic goals that everyone feels are aggressive, but achievable _____
8. We have superb systems and processes to ensure that we flawlessly execute on all important projects and initiatives _____
9. Our organization does a superior job of communicating the key strategies that everyone should be focused on throughout the organization _____
10. Our organization is highly flexible and able to adjust our strategies to changes in the marketplace when necessary _____
11. We have a culture that aggressively pursues continuous innovation _____
12. We have a culture that strongly supports prudent risk taking and rewards employees for innovation and creativity _____
13. We have a robust praise and celebration system that identifies the unique motivators of individual employees and rewards them appropriately for demonstrating superb execution _____
14. We have an organizational culture that refuses to tolerate mediocrity and deals decisively with anyone who does not clearly demonstrate disciplined execution and accountability _____

Audit Scoring Key

A score of 9-10 indicates strength in your organization.

A score of 7-8 is a good score, but has room for improvement.

A score of 5-6 is an area of concern – this score needs to be brought up because if it heads in the other direction it could lead to serious issues.

A score of 3-4 is in the danger zone and requires attention and resources to get it moving up the scale quickly.

A score of 1-2 is an emergency and should be dealt with immediately.