

## The First 10 Questions to Ask

**#1** On a scale of 1 to 10, how positive is the organization’s environment and communications?

1   2   3   4   5   6   7   8   9   10

Explain:

**#2** Who are your organization’s top 5 most valued contributors?

- 1.
- 2.
- 3.
- 4.
- 5.

What criteria did you use {Examples: production, creativity, attendance, etc.} to determine “value”?

- 1.
- 2.
- 3.
- 4.
- 5.

**#3** Who are the 3 to 5 current staff that are being developed for future leadership?

- 1.
- 2.
- 3.
- 4.
- 5.

Will they be an improvement over the organization's current leadership?  
Explain.

#4

On a scale of 1 to 10, how inspiring and motivational is your organization's mission statement?

1 2 3 4 5 6 7 8 9 10

Explain:

#5

What are your organization's 5 to 7 core performance measures?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

What are your organization's 5 most critical challenges and/or opportunities for improvement (OFIs)?

#6

- 1.
- 2.
- 3.
- 4.
- 5.

Explain how each has been responded to during the past 6 months?

#7

Describe the last 3 organizational improvements that were originally recommended by staff?

- 1.
- 2.
- 3.

#8

On a scale of 1 to 10, to what degree do the following support departments obstruct (1) or lead (10) organizational improvement?

	1	2	3	4	5	6	7	8	9	10
Audit										
Budget										
Human Resources										
Information Technology										
Legal										
Purchasing										

Audit 1-----5-----10

Budget 1-----5-----10

Human Resources 1-----5-----10

Information Technology 1-----5-----10

Legal 1-----5-----10

Purchasing 1-----5-----10

Explain:

#9

What are the 3 most beneficial improvements that could be made to organizational resources (technology, buildings, inventory, staff development, etc.)?

- 1.
- 2.
- 3.

# #10

Who are the organization's 3 to 5 most critical relationships (vendors, customers, partnerships, etc.)?

- 1.
- 2.
- 3.
- 4.
- 5.

Discuss: