

ORGANIZATIONAL FITNESS REVIEW (FITREV)

This Fitness Review is a quick and excellent approach to assessing how your Organization and its leadership team perform. By answering the questions below—and asking your leadership team members to do the same—you will identify areas of concern and success that can feed your annual strategic planning.

1. What does Success Look Like for your Organization at the end of the upcoming fiscal year? (What does success look, sound, or feel like to you?)
2. What keeps you up at night?
3. If you could wave a magic wand and change three things about Organization internally, what would they be?
4. Do you believe that the organizational culture aligns with what you want to be? Is it a culture that allows employees to be candid yet respectful and have discussions within the Organization's various levels?
5. What behavior(s) do you want to see changed in your Organization?
6. Are employees empowered to make necessary decisions (i.e., are decision rights within the company at the right levels?)
7. Are performance issues addressed timely and effectively? Is exceptional performance rewarded?
8. Have you identified your potential successor(s)?
9. Are frontline contributors aligned with the leadership team's direction?

Poor	Generally, not good	Generally good	Strong
1	2	3	4

10. Amount of "churn" (noise, lack of traction) in the Organization?

Highly Focused	Somewhat Focused	Somewhat Distracted	Highly Distracted
1	2	3	4

For Your Leadership Team:

1. List the top 3 things that you as a team do well.
2. List the top 3 improvements or challenges for you as a team.
3. How would you characterize the level of trust within the leadership team? Please explain your answer.