Leader checkpoint: 9 critical questions

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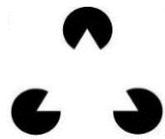
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As leaders and managers, growing a sustainable organization requires to understand and constantly align the 3 following dynamic components sitting at the core of the employee-employer bi-directional value creation process: 1) the company business and its environment, 2) the teams in charge of delivering on the company mission and 3) oneself in a management function.

Explore

At least once a year, answer the below 9 questions and, if needed, deduct a possible action course to (re)synchronize your company business, your teams and yourself.

① Reflect on your business universe

- What makes your organization unique in the value it delivers to its customers?

- How does your organization anticipate and answer to the forces (re)shaping your ecosystem?

- As part of the management team, what does your company expect you to achieve to support its mission in both a short-term and long-term perspective?

② Reflect on your teams

- If you'd ask each of your staff to explain in 2 minutes what your company position and uniqueness are, as well as what the expectation regarding their individual and team contribution in supporting the company mission is, what would be the result?

- If you had to rebuild from scratch your organization, which of your current employees would you ask to join, in which role and why?

- How does the development plan set for your teams and their members match the individual trajectories?

③ Reflect on yourself

- What are your top 3 personal and professional successes and failures over the past 12 months?

- What is the "one thing" that you want to achieve personally and professionally over the next 3 months, 1 year, 3 years, 10 years and how?

- What are the intrinsic or extrinsic conditions that could prevent you from aligning with your company objectives and with your teams?

Develop

http://leadersyndrome.wordpress.com/2013/12/23/leader-checkpoint-9-simple-but-not-easy-questions/