

Organisational Gaps Review

List of questions to help you evaluate your overall organisational needs for the future growth of your business	Current Status
1. What functions, scenarios and interactions are performing well?	
<ul style="list-style-type: none"> • Are there dedicated persons who lead these areas? 	
<ul style="list-style-type: none"> • Are there succession and growth plans in these departments? 	
2. What functions are not working in the organization now or appear to be strained or straining?	
<ul style="list-style-type: none"> • Are there succession and growth plans in these departments? 	
3. What areas will face the most growth (employee hires)?	
4. What areas have the most complexity?	
5. What areas have the biggest impact on supporting company growth (revenues/profits)?	
6. Are departmental roles and responsibilities clearly defined in the company?	
<ul style="list-style-type: none"> • If not, where is there confusion? 	
<ul style="list-style-type: none"> • Is this across the company or only between limited departments/functions? 	
<ul style="list-style-type: none"> • Would a different process change this or is a structural change needed? 	
7. Are customers or prospects impacted by any organisational or functional shortcomings?	
<ul style="list-style-type: none"> • If so, how this is occurring? 	
8. Are there any at-risk areas for employee retention or turnover?	
9. Do any departments have a greater difficulty than others in recruiting, training or on boarding employees?	
10. What would high performing functioning of non-working (or non-existent) departments look, act and interact like?	
<ul style="list-style-type: none"> • What kinds of things would the department do and be responsible for? 	
<ul style="list-style-type: none"> • How would you know it was working well? 	

