

SCALE-UP MATURITY AUDIT

To identify the biological and systemic breaking points in your organization and leadership alignment

Strategic Alignment Audit - Monthly.

Talk to at least 1 person from each level & function and ask: Explain our strategy and how you contribute.

No good explanation, no alignment by level / function **0 points**

Simple but siloed explanations **5 points**

Simple, consistent explanations **10 points**

Decision Alignment - End of each week

Write down every decision that has been made and communicated in the last week. What percentage were explained with a direct, explicit link to your strategy?

< 30% **0 points**

30% - 70% **5 points**

>70% **10 points**

Behaviour Alignment - Each month

Ask your peers and direct reports which of your behaviours align with the strategy and which do not.

Most behaviours not aligned **0 points**

Some behaviours aligned **5 points**

All behaviours aligned **10 points**

Abilene Paradox Survey - Weekly

In your last three meetings, did anyone provide a "Spiky POV" or was there total silence?

Total silence **0 points**

Spiky POV in 1 or 2 **5 points**

Spiky POV in all 3 **10 points**

TOTAL SCORE:

>30: Keep doing what you're doing | 10 - 30: Action specific areas | <10: Start again

Actions

Strategic alignment: Simplify vision / strategy messaging and increase rhythm by 10X.

Decision alignment: Write down a script for every decision communication with an explicit link to strategy. Follow the script.

Behaviour alignment: Recruit a colleague / coach to be your external accountability function.

Abilene paradox: At all meetings, ask: *"It is six months from now and this decision / project is a total disaster. What happened?"*

Need Support with This? Reach out.
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