

THE GAMEPLAN FITNESS TEST



Congratulations, you are taking the first step towards optimising your business and teams performance

Do you have the following components in place so your business can operate at its best? **Please read the statements below and tick the ones that apply.**

Be honest – it's only through a truthful appraisal that we can identify where the potential gaps are so we can make the necessary changes to achieve a high performance culture in your business.

Company Vision

- ☐ We have a clear, written vision for my business.
- ☐ We know what our end game is.
- ☐ We have identified our value proposition and all our employees know what it is.

Mission and Objectives

- ☐ We have a clear, written mission for my business.
- ☐ Our business objectives are clearly set out and all staff are aware of them.

Culture

- ☐ We have set out and agreed our core values.
- ☐ All staff know the behaviours we expect of them.
- ☐ Our employees feel valued and listened to.

Performance Evaluation

- ☐ We have Key Performance Indicators (KPIs) for all our staff.
- ☐ Our staff are all accountable and measured regularly against them.

Recruitment and Talent Planning

- ☐ We have the right people in the right seats.
- ☐ We know how to find new staff.
- ☐ How to develop them.
- ☐ How to keep them.

Meetings, Reporting and Communication

- ☐ Staff and team meetings are systemised and structured.
- ☐ We have an appraisal process for all staff which is effective and worthwhile.
- ☐ We listen to and communicate regularly with all our staff.
- ☐ We have a clear reporting structure in place and central dashboard to record our progress.

Staff Engagement and Incentives

- ☐ We incentivise and reward our staff.
- ☐ Our reward and recognition system is effective and gets the best performance out of our teams.

Strategy and Planning

- ☐ We have undertaken competitor analysis in the last 12 months and noted how our business compares.
- ☐ We consistently strive to make our business the best in its field.
- ☐ We have completed a 360 review of the business, seeking opinions from our staff, clients and customers.

Individual and Operational Plans

- ☐ Staff have individual work plans and have each mapped out what best in class looks like for them.
- ☐ Key operational areas are clearly defined in minute detail.
- ☐ We have walked and set out our customer journey.

Business Plan

- ☐ Our business plan is up to date and we have separate plans for each department (where applicable).
- ☐ All our processes are set out and in place - my business will survive and prosper; even if I leave work today and never come back.

What is your score out of 28?

26 or higher: World Class

Well-done! You run an extremely tight ship. I want to hear from you as you are part of the elite and running a world class operation.

23 - 25: Work still to be done

Not bad, although there are still areas you need to work on to achieve a high performance culture in your business.

22 or lower: Underperforming

You can make huge gains by getting your teams aligned and back on track.

Let us know your results by completing, saving and then emailing this file back to us at max@theandersonpartnership.co.uk

The Gameplan is a unique, proven, fast track management system which helps business owners listen to, align, motivate and empower their teams to be **Best in Class**