

# Execution System Pyramid Diagnostic™

*Biben Management Consulting: From Firefighting Into Foundations*

## Why This Matters

Most organizations don't struggle because they lack strategy.  
They struggle because that strategy doesn't consistently show up in daily behavior.

Organizational behavior is shaped by what leaders reinforce, correct, and model.  
And what you ignore, you allow.

Strong organizations operate through three connected systems.

When these systems work together, organizations achieve **consistent, aligned results**. If something starts to slip, it gets caught early and adjusted before it becomes a bigger issue.

This diagnostic will help you quickly see where your organization is strong and where strengthening systems could make leadership easier and results more reliable.

## Part 1: The Execution System Pyramid Diagnostic

A strong business playbook usually covers these areas at a minimum:

1. **Strategy System:** Defines direction and alignment
  - Mission, Vision, and Values
  - Strategic Plan/Priorities
  - Governance
2. **Execution System:** Translates strategy into daily operations
  - Operating Model
  - People Development
  - Quality Focus
  - Risk & Compliance
3. **Measurement & Learning:** Ensures performance is visible, issues are caught early and improvements happen over time
  - Scorecards & Metrics
  - Continuous Improvement
  - Review Rhythm
  - Solution Focused

## Part 2: Diagnostic Assessment

**Instructions:** Rate each statement - 1 (Rarely true), 2 (Sometimes true), 3 (Often true, but inconsistent), 4 (Consistently true, with minor gaps), 5 (Always true, fully embedded).

### Strategy System

- 1. Our mission and values clearly guide decisions at every level.
- 2. Strategic priorities are clear and widely understood.
- 3. Leaders consistently align resources and decisions with strategic priorities.
- 4. Governance structures ensure accountability for strategic decisions.
- Sub-Total: Strategy System**

### Execution System

- 4. Our operating model clearly defines how work flows throughout the organization.
- 6. Core processes are documented and easy for employees to follow.
- 7. Supervisors consistently coach and develop employees.
- 8. Quality, risk, and compliance are built into daily operations and consistently reinforced.
- 9. Employees understand how their work contributes to results.
- 10. Leaders consistently reinforce, correct, and model expected behaviors.
- Sub-Total: Execution System**

### Measurement & Learning System

- 11. We use a simple, consistent rhythm to review performance and adjust as needed.
- 12. Leaders and teams reflect on what's working and what's not regularly.
- 13. We adapt quickly to changes without losing focus.
- 14. When performance is below expectations, we focus on solutions, not blame.
- 15. The organization learns from results and adapts quickly.
- Sub-Total: Measurement & Learning System**

**Overall Total**

## Part 3: Scoring and Analysis

- Score yourself across each of the 4 sections and then sum all sections for the overall total.
- Each section has a max total of 20 points for an overall total of 80 points.
- The goal is not a perfect score. The goal is consistent performance across systems.

### Overall Score

- **60–75** → Strong Foundation: Your organization likely has strong alignment and execution discipline. Focus on refinement and sustainability.
- **40–59** → Inconsistent Performance: Some systems are working, but gaps may be slowing progress. Strengthening execution systems can improve consistency and results.
- **<40** → High Risk: Strategy may be clear, but execution systems are fragile or inconsistent. Leadership effort may feel harder than it should.

### Section Scores

- **Strategy System (<12)**: Direction may be unclear or governance weak. Teams may be working hard but not in the same direction.
- **Execution System (<18)**: Execution discipline is weak. Results likely depend on individual effort rather than reliable systems.
- **Measurement & Learning (<15)**: Performance may not be tracked clearly, making it difficult to learn or improve.

This review is a starting point. Real improvement happens when systems are reinforced consistently over time.

**Next Step:** Want help making your systems easier to execute and your results more consistent?

Schedule a *Plan-to-Performance Diagnostic Session*.

Together we will:

- Review your results
- Identify your biggest performance gaps
- Prioritize 2–3 actions that will create immediate traction

Visit [bibenmanagementconsulting.com](https://bibenmanagementconsulting.com) and *schedule a discovery meeting*.