



Consulting Collaborative Management “Best Practices” Self-Evaluation

In today’s challenging business environment a successful company needs to be highly focused throughout the organization on maximizing profits. Employees should be empowered to do their jobs, but they must also be held accountable for the results. A management system needs to be in place to drive sales and profits! This one-page self-evaluation checklist will determine if your company has the management system and culture in place to succeed at the highest level.

Check only what is fully implemented at your company. Please be 100% candid.

Every employee knows and understands the top priorities of the company and their job activities are focused accordingly.

Every employee understands how their role fits with the priorities of the company.

Employees are empowered to do their jobs and understand the need to link empowerment with accountability.

The strengths and weaknesses of the company are known and being acted upon accordingly.

All employees are accountable by specific, measurable and time framed individual objectives contributing to the success of the company.

Priorities, objectives and accomplishments are periodically reviewed and, as appropriate, adjustments are implemented.

The employee appraisal process and salary administration are linked to what makes the company succeed.

All employees know what salary increases are based upon.

Incentive compensation plans are linked to what makes the company succeed.

A formal annual planning process is in place involving management and staff.

Managers and staff embrace a management system that enhances the company culture, promotes teamwork and makes everyone more productive and effective.

A current and easy-to-update Strategic Business Plan is in place that inherently drives sales and profits.

Sales and profits are maximized in all phases of the economy taking into consideration industry “Best Practices”.

The company has happy customers, happy employees and happy owners.

If only one to seven criteria for success are checked, you need to make significant changes to maximize profits. If eight to 11 are checked, you may need to “fine tune” your management system. If you checked 12 to 14, congratulations on a great management system that drives profitability!