

Organizational Needs Assessment

Based Upon Best Practices

Instructions: Read this page and fill in the blanks below.

1. Today's date: _____
2. Organization: _____
3. Do not ponder over the questions; answer with your first instincts.
4. Return confidentially and anonymously
to:

at :

by:

5. Your scores will be used to tally the averages for each question. Your name will not be identified. However, if you want this instrument back, either put your name or some other code only you know here:

6. We do require some demographic data; please check.
 - A. Management _____
 - B. Nonmanagement-Exempt _____
 - C. Non-exempt _____
 - D. Not in the Organization _____

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Instructions: What level of improvement does your organization need in the following areas? Circle the number that applies.

	None	Low	Average	Important	Critical	Comments
1. Need for more cooperation and integration among departments---i.e., not work in silos	1	2	3	4	5	
2. Need for better cooperation among managers ,	1	2	3	4	5	
3. Need for improved problem solving and decision making methods/skills.	1	2	3	4	5	
4. Need for better understanding of the vision of the company.	1	2	3	4	5	
5. Need for more integrated effort to achieve the vision.	1	2	3	4	5	
6. Need for a comprehensive strategic plan that truly drives day to day business.	1	2	3	4	5	
7. Need the Strategic Plan to be tied to performance and rewards systems.	1	2	3	4	5	
8. Need for leadership development.	1	2	3	4	5	
9. Need for succession planning.	1	2	3	4	5	
10. Better team effectiveness for executive team.	1	2	3	4	5	
11. Better team effectiveness and cooperation among managers.	1	2	3	4	5	
12. Better team effectiveness and cooperation within departments	1	2	3	4	5	
13. Better cross-functional team effectiveness	1	2	3	4	5	
14. Need for overall management development program.	1	2	3	4	5	
15. Need for better high level measurements of results	1	2	3	4	5	
16. Need to be more customer/market focused	1	2	3	4	5	
17. Need to better define our direction for the next 5 years.	1	2	3	4	5	
18. Need for clear positioning of the organization in the marketplace	1	2	3	4	5	
19. Need to rethink market positioning	1	2	3	4	5	
20. Need to provide better customer service.	1	2	3	4	5	
21. Need to improve effectiveness and productivity of key business processes.	1	2	3	4	5	
22. Need be more innovative in finding solutions to business challenges, both everyday and long term.	1	2	3	4	5	
23. Need for better project management skills.	1	2	3	4	5	
24. Need for more balanced lifestyle among executives.	1	2	3	4	5	
25. Need to develop better human resource management programs.	1	2	3	4	5	

Helping organizations improve cooperation, teamwork, and performance

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	None	Low	Average	Important	Critical	Comments
26. Need to assess the structure of the organization.	1	2	3	4	5	
27. Need to change the culture of the organization.	1	2	3	4	5	
28. Need to improve overall performance of the organization..	1	2	3	4	5	
29. Need to assess management practices against best practices.	1	2	3	4	5	
30. Need to better manage change.	1	2	3	4	5	
31. Need for better growth strategies.	1	2	3	4	5	
32. Need for cost cutting.	1	2	3	4	5	
33. Need for productivity improvement	1	2	3	4	5	
34. Need to better anticipate change.	1	2	3	4	5	
35. Need for more empowerment of employees.	1	2	3	4	5	
36. Need for better buy-in to organization's plans.	1	2	3	4	5	
37. Need for better monitoring of plans and programs.	1	2	3	4	5	
38. Need for better training programs.	1	2	3	4	5	
39. Need to better share knowledge across departments and individuals (leaning organization)	1	2	3	4	5	
40. Need for better planning	1	2	3	4	5	
41. Need for more effective implementation of strategic plan.	1	2	3	4	5	
<p>Total Score:: _____</p> <p>Average Score: _____</p> <p>PLEASE CALL ME IF I MAY BE OF ASSISTANCE WITH ANY OF THE ABOVE.</p> <p>THANK YOU,</p> 						

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