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Business Strategies for Success

SUCCESS ARCHITECT

Leadership Effectiveness Survey

Leadership Effectiveness Survey

This survey assesses how aligned the leadership team is on vision, goals, and strategy. Each question includes a scoring scale and an open-ended follow-up for deeper insights.

Survey Questions

1. Vision Alignment

Question: To what extent do you believe that all members of the leadership team share a common understanding of the company's long-term vision?

- ☐ Strongly Agree (5 points)
- ☐ Agree (4 points)
- ☐ Neutral (3 points)
- ☐ Disagree (2 points)
- ☐ Strongly Disagree (1 point)
  Follow-up: If you answered "Disagree" or "Strongly Disagree," what are the main points of misalignment?

2. Goal Setting & Execution

Question: How clearly defined and communicated are the company's strategic goals to all departments?

- ☐ Extremely clear and consistently reinforced (5 points)
- ☐ Somewhat clear, but not always reinforced (4 points)
- ☐ Neutral – could be improved (3 points)
- ☐ Unclear, causing occasional confusion (2 points)
- ☐ Very unclear, leading to frequent misalignment (1 point)
  Follow-up: What challenges do you face in translating strategic goals into departmental action plans?

3. Decision-Making & Strategy Execution

Question: When major strategic decisions are made, how aligned is the leadership team in supporting and executing them?

- ☐ Completely aligned – everyone moves forward together (5 points)

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- Mostly aligned – occasional disagreements, but overall cohesion (4 points)

- Neutral – some alignment, but execution varies across teams (3 points)

- Partially misaligned – conflicting priorities slow down execution (2 points)

- Not aligned – frequent conflicts that impact execution (1 point)
  Follow-up: What are the biggest obstacles to achieving alignment in decision-making?

4. Leadership Team Cohesion

Question: How would you describe the level of trust and collaboration within the leadership team?

- Very strong – we collaborate effectively and trust each other fully (5 points)

- Strong – mostly aligned, occasional friction (4 points)

- Neutral – some collaboration, but trust could be improved (3 points)

- Weak – frequent disagreements, lack of cohesion (2 points)

- Very weak – major trust issues hinder teamwork (1 point)
  Follow-up: What factors contribute to any trust or collaboration challenges?

5. Communication of Strategic Priorities

Question: How effectively does leadership communicate strategic priorities across the organization?

- Extremely effectively – priorities are clear and well understood (5 points)

- Somewhat effectively – priorities are clear but not always reinforced (4 points)

- Neutral – some understanding, but communication could improve (3 points)

- Ineffectively – mixed messages or lack of clarity (2 points)

- Very ineffectively – confusion or lack of alignment across teams (1 point)
  Follow-up: What improvements could be made to enhance strategic communication?

6. Adaptability & Change Management

Question: How well does the leadership team handle change and adapt to market or industry shifts?

- Very well – proactive and agile in adapting to change (5 points)

- Well – mostly adaptable but with some resistance (4 points)

- Neutral – adaptable in some areas, resistant in others (3 points)

- Poorly – often reactive, struggles with change (2 points)

- ☐ Very poorly – resistant to change, slow to adjust (1 point)
  Follow-up: What recent changes have been the most difficult to manage, and why?

7. Accountability in Execution

Question: How well does the leadership team hold itself accountable for achieving strategic goals?

- ☐ Very well – clear accountability, and we track progress consistently (5 points)

- ☐ Well – some accountability, but follow-through varies (4 points)

- ☐ Neutral – mixed results on accountability (3 points)

- ☐ Poorly – lack of follow-through on key initiatives (2 points)

- ☐ Very poorly – no clear accountability (1 point)
  Follow-up: What mechanisms could improve leadership accountability?

8. Decision-Making Efficiency

Question: How effective is leadership in making timely and well-informed decisions?

- ☐ Very effective – data-driven, decisive, and well-communicated (5 points)

- ☐ Effective – generally good, but some delays or inefficiencies (4 points)

- ☐ Neutral – mix of effective and ineffective decisions (3 points)

- ☐ Ineffective – slow, inconsistent, or unclear decision-making (2 points)

- ☐ Very ineffective – frequent indecision or conflict stalls progress (1 point)
  Follow-up: What factors contribute to decision-making delays?

9. Departmental Alignment & Collaboration

Question: How well do different departments collaborate to execute the company's strategy?

- ☐ Extremely well – strong cross-functional collaboration (5 points)

- ☐ Well – generally good but could be improved (4 points)

- ☐ Neutral – some collaboration, but not consistent (3 points)

- ☐ Poorly – frequent silos and misalignment (2 points)

- ☐ Very poorly – departments work in isolation (1 point)
  Follow-up: What are the biggest barriers to cross-functional collaboration?

10. Employee Confidence in Leadership

Question: How confident do employees seem in the leadership team's ability to drive the company forward?

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- $\square$ Very confident – employees trust and support leadership (5 points)

- $\square$ Confident – generally positive, but some skepticism (4 points)

- $\square$ Neutral – mixed confidence, depends on the issue (3 points)

- $\square$ Lacking confidence – frequent doubts or concerns (2 points)

- $\square$ No confidence – employees don't trust leadership (1 point)
  Follow-up: What specific leadership actions would increase employee confidence?

Scoring System

To quantify leadership effectiveness, we can assign **numerical scores** to responses:

- **5 Points** = Strongest response (e.g., "Very well," "Extremely effective," etc.)

- **4 Points** = Positive response

- **3 Points** = Neutral response

- **2 Points** = Weak response

- **1 Point** = Weakest response (e.g., "Very poorly," "No confidence," etc.)

Interpreting the Score

1. **40-50 points (Highly Aligned Leadership)**

   o Strong leadership alignment and effectiveness

   o High trust, strong execution, and strategic clarity

2. **30-39 points (Moderately Aligned Leadership)**

   o Some alignment, but gaps exist

   o Opportunities to improve communication, execution, or accountability

3. **20-29 points (Misalignment Issues Present)**

   o Noticeable breakdowns in leadership alignment

   o Needs targeted efforts to improve strategy, collaboration, and execution

4. **10-19 points (Leadership Dysfunction)**

   o Significant misalignment, poor decision-making, and lack of trust

   o Urgent need for restructuring or intervention

Optional Enhancements

- **Weighted Scoring**: Key questions (e.g., Vision Alignment, Accountability) could have higher weight.

- **Benchmarking**: Compare scores to industry averages for better insights.

- **Trend Tracking**: Repeat the survey every 6-12 months to track leadership effectiveness.

This structured approach helps diagnose leadership alignment and provides a roadmap for improvement.