

The Organizational Readiness Audit

A 10-Point Leadership Alignment Check

Goal: Identify where execution slowdown is and whether your organization is ready for what's next.

Instructions: Check every statement that reflects your current team reality.

- Important decisions get discussed informally before the actual meeting.**

Key stakeholders align in hallway conversations or one-on-ones before anything gets decided in the room.

- People over-document or over-communicate to protect themselves.**

Leaders copy extra people on emails or create extensive paper trails not for clarity, but for coverage.

- Bad news doesn't make it into the room.**

Meetings focus on wins and progress. Real problems, risks, or failures stay unspoken.

- Simple decisions take multiple meetings.**

Things that should be straightforward require rounds of discussion, with no clear owner driving resolution.

- We wait for everyone to agree before moving forward.**

Getting full consensus feels more important than making timely decisions.

Cross-functional work is harder than it should be.

Collaboration across teams requires excessive coordination, with unclear handoffs and duplicated effort.

People ask permission for things they should just handle.

Capable leaders regularly check in for approval on decisions that are clearly within their authority.

There are topics we've learned not to bring up.

Everyone knows certain subjects or concerns won't go well with certain people, so they stay off the table.

The interpersonal tension feels heavier than the actual work.

Managing relationships and navigating dynamics takes more energy than the work itself.

What Your Results Suggest

0–2 Checks

Your team shows strong coordination and decision-making flow. Keep reinforcing what's working.

3–6 Checks

Execution slowdown is affecting coordination and follow-through. Your team is likely spending more time managing around problems than solving them.

7–10 Checks

Your leadership system is under significant strain. Coordination breakdowns may be keeping your team from executing effectively, especially under pressure.

What This Means for Your Organization

If you checked 3 or more, your team is likely experiencing:

- Delayed strategic initiatives because decisions move slowly
- Plans lose momentum before they translate into action
- Quiet disengagement from high performers who see the issues
- Increased risk during transformation, growth, or AI implementation

The question isn't whether your team is competent. The question is whether the coordination and decision-making infrastructure can support what's coming next.

Next Step

The Organizational Readiness Diagnostic is a structured assessment that identifies what's actually slowing your team down and whether your organization is ready for transformation, growth, AI adoption, or leadership transition.

It works at two moments:

Before change: Assess whether your coordination infrastructure can handle what's coming before the pressure increases.

After implementation strain: Understand why growth, AI rollout, or restructuring is exposing coordination strain you didn't anticipate.

To explore fit:

Book a 30-minute discovery call at heathermcdaniel.com
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