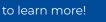
CULTURE CHECKLIST	Check	Y = YES	N = NO
PEOPLE			
1. An organization chart is completed and up to date		Υ	N
2. Everyone understands and is working on managing their personality		Υ	N
3. We would enthusiastically rehire all people in key seats		Υ	N
4. Everyone is receiving a coach and connect time		Υ	N
5. A strong group of new leaders is being built		Υ	N
6. The star chart is being revisited twice/year		Υ	N
7. Hiring tools are being implemented		Υ	N
8. Wrong fits are offboarded quickly		Υ	N
STRATEGY			
1. The purpose is set and understood		Υ	N
2. Core values are set and used in all HR activities (hiring, firing, coaching)		Υ	N
3. The BHAG is set		Υ	N
4. Our SWOT is reviewed and set yearly		Υ	N
5. Leadership meets offsite quarterly for strategic planning		Υ	N
6. Brand promise is discovered and drives all activities		Υ	N
7. We've defined our sandbox		Υ	N
8. We're clear on our top company goal		Υ	N
ALIGNMENT			
1. Regular huddles are happening		Υ	N
2. One page plan is complete and alive in the organization		Υ	N
3. Internal communication is a company strength		Υ	N
4. Short and long-term goals are in place		Υ	N
5. Everyone is clear on their own personal annual plan		Υ	N
6. Personal accountabilities are set and reviewed monthly		Υ	N
7. We have a clear meetings and communication strategy		Υ	N
8. Trust among leaders is very high		Υ	N
TOTAL:			
80 – 100 You're doing a lot of things right! Complete the missing components to build a winning culture!			
50 – 79 You've got some good things going on but there's lots of ro	om to imp	prove!	
20 – 49 Your culture needs immediate attention!			

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- Dealing with under performers
- How to fire with minimum pain and drama
- Building your personal annual plan

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