

AUGUST 2007

# . . . Build The People, Build The Business . . .

## (When...) Is It Time for Your Organizational Check Up?

By Dr. Lillie Piosalan

In the June 2007 KALA, a CEO asked me for advice .

"I have a problem with one of our senior managers. He cannot think "outside of the box" in his business development initiatives. How can I get him to be more creative so he can increase the top line revenues for our organization?"

My response:

I asked the CEO a series of questions to clearly identify the situation for P & A to recommend some solutions:

1. How often do you share your "vision" and "goals" with your Executive Team? How often do you meet with them individually to review and assist with their departmental goals?
2. What percent of time do you envision your team spending on sales and marketing, policies and procedures, human resources management/development, and brainstorming?
3. Is your senior management team on the same page and singing the same tune?
4. How do you motivate your senior managers?

The CEO asked me why I was asking questions about him rather than his senior manager. The answer to the question begins with the CEO's vision, goals, and values for the organization and how he effectively communicates and motivates his team. This senior manager's perception of the CEO's visions and goals may be different from what the CEO and/or organization wants to establish.

You have reminders for your personal medical appointments with your doctors but do you as a leader for your organization have reminders for your annual, semi-annual, quarterly, and/or monthly check up with your executive team? When do you review their goals and make assessments/adjustments? Each senior executive needs to be managed differently based on their area of responsibilities.

A Department Manager asked me for advice . . .

"I have a problem with one of my employees. She is a hard worker and loyal employee. However, she is abrasive and other employees would rather do something wrong rather than interact with her. How can I counsel her so she can improve her 'people' skills?"

My response will be in a subsequent KALA. If you have any questions that I

may be able to help you answer, please email me. All correspondence will remain confidential.

Dr. Lillie Ann Piosalan,  
Organizational Development  
Consultant and Motivational  
Speaker for Piosalan & Associates,  
shares her expertise relating to Human  
Resources Management and Human  
Resources Development. Please visit  
Piosalan & Associates' website at  
[www.piosalan.com](http://www.piosalan.com) for more  
information or contact Lillie at  
[Lillie@Piosalan.com](mailto:Lillie@Piosalan.com).