

Organisational Health Check

Created by DAK Consulting as a free resource (www.dakconsulting.co.uk)

Company Name/Site

Date

How well is your organisation set to survive and prosper during the recession? Below is a 10 point review framework to help you assess relative strengths and weaknesses and identify where to develop capabilities to meet the challenge and opportunities ahead. The questions are targeted at 3 organisational levels. Get representatives from each to complete the assessment. If in doubt, take the lowest score. Repeat the process at 3 to 6 month intervals to see how you are progressing.

Assess your current performance against the following 10 points using a 1 to 5 scale

- 1 Not true
- 2 True in some areas but informal
- 3 Formal standards/process in place and working as a core business process

- 4 Documented successes in this area which is shared as best practice by all
- 5 Significant history of success and improvement in this area

Statement		Score	Results Profile
Senior Management Team			<p>Best Practice Health Check</p>
A	Employees accept that change is a way of life and that capturing and sharing lessons learned is part of the routine		
B	Employees are primarily regarded as a source of brainpower not just muscle power. All functions are encouraged to apply innovative ideas for protecting and enhancing customer value.		
C	Supply chain effectiveness is monitored and improved through collaboration across organisations to reduce total costs and enhance end customer value.		
Middle Management			
D	There is clarity of cost and profitability by product and customer.		
E	Material moves very quickly through the process. There is a continuous effort to reduce throughput times.		
F	Process engineering is regarded as important to performance. Continuous effort is focussed on process improvement. All employees are actively engaged with continuous improvement for at least 5% of their time.		
G	Employees have very broad work task definitions with high levels of labour flexibility across skill ranges supported by systematic cross training and task transfer processes.		
Front Line Team			
H	The plant is clean, tidy and uncluttered. There is a place for everything and everything is in its place.		
I	Plant performance is managed against full process potential not just demonstrated capability. Performance measures track conformance to plan in terms of quality, quantity and timing		
J	Process documentation is detailed and accurate when compared with current working methods. Standard practices are used by all shifts/locations.		
Average			