

Leadership Skills and Business Acumen Assessment

Leaders think in a different way. They lead a sustainable, scalable, profitable, and saleable organization. They help their team and customers to become a better version of themselves. Take a brutally honest assessment of your mindset and skillset so that you can identify where to up-level your leadership and business acumen and create a plan to upgrade your skills. You can also use this tool to assess your executive team’s skills.

Leadership Attitudes

How do you view business leadership? Do you have a mindset that supports driving results?

1 = Not Important | 2 = A New Insight | 3 = I Need Help | 4 = I Need Work | 5 = I’ve Got This!

I create a future that doesn’t yet exist, with methods that haven’t yet been invented, using best practices that haven’t yet been established.				
1	2	3	4	5
I direct resources and my team to where the customer money will be in the future.				
1	2	3	4	5

I design and run the business systems that produce predictable profit and withstand market uncertainty.				
1	2	3	4	5
I have more on my to-think list than on my to-do list.				
1	2	3	4	5

The Leadership Skills

The skills required to predictably lead a business and a team to accomplish your vision and goals.

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Presence – The ability to capture and hold attention with credibility and charisma. Presence = Authenticity * Vulnerability * Integrity * Personal Mastery.				
1	2	3	4	5
Discipline – Doing the right thing at the right time whether I feel like it or not. Design and implement personal and professional systems, routines, support structure, and business plans.				
1	2	3	4	5
Foresight – Predict the future, direct innovation, and accurately identify future profit opportunities. Comfort with uncertainty, proven future prediction systems, and able to pivot with new information.				
1	2	3	4	5
Business Acumen – Understanding operational strategy, sequence, and tactics. Able to intelligently direct the business functions, ask the right questions, and analyze the answers.				
1	2	3	4	5

Communication – Present information so that every listener understands and takes action. Match the motivation strategy of team, vendors, customers, investors.				
1	2	3	4	5
Persuasion – Able to negotiate to create a lasting agreement. Negotiate priorities with team, vendors, customers, and vendors for competitive advantage.				
1	2	3	4	5
Decisions – Make resourceful and timely decisions in the absence of incomplete data. Efficient allocation of resources: time energy, imagination, money, cognitive capacity.				
1	2	3	4	5

Continued on other side...

Business Acumen

The acumen required to run a business system that generates consistent profits and growth.

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Products/Services that create unique value for the target market using an up-to-date business plan.	1	2	3	4	5	Infrastructure (facilities, equipment, team) that scales with business cycles using a defined growth plan.	1	2	3	4	5
Marketing that triggers relevant conversations using a formal, funded plan.	1	2	3	4	5	Finance that controls cash flow and funds the future with defined financial controls.	1	2	3	4	5
Sales that deepens a relationship & reduces perceived risk to the level where one facilitates a mutually profitable transactions using a defined sales method.	1	2	3	4	5	Culture that upholds a unique brand experience with a defined culture manifesto.	1	2	3	4	5
Service that earns customer loyalty with a defined service strategy.	1	2	3	4	5						

Execution Risk Factors

On a scale from 1 to 5, **what's holding you back** from achieving your stated results, driving execution risk?

1 = Not a Factor | 2 = Limited Impact | 3 = Has Impact | 4 = Major Impact | 5 = Critical Factor

Talent – Not having the right team in place because it's so challenging to hire good people.	1	2	3	4	5	Culture – Productivity is suffering because employees aren't sufficiently engaged or turnover is too high, and/or because team conflict is reducing performance and eroding the workplace climate.	1	2	3	4	5
Process – Broken or undefined processes means too many fires consume valuable resources and distract from the mission.	1	2	3	4	5	Customer Experience – Your employee culture and customer culture clashes, creating conflict, confusion, or customer dissatisfaction.	1	2	3	4	5
Infrastructure – Don't have a scalable infrastructure to grow or pivot rapidly.	1	2	3	4	5	Business Model – Model shifts, driven by economics and technology, shortens company life span in the absence of thoughtful business model pivots.	1	2	3	4	5
Capital – Cash flow issues drive the need more sales, more margin, or need investment to scale.	1	2	3	4	5	Politics – Your management team plays political games, which slows decisions and delays important actions.	1	2	3	4	5
Intellectual Property – Need to innovate to compete or add more value.	1	2	3	4	5	Executive Development – No formal plan or structure to develop modern executive skills, no formal succession plan.	1	2	3	4	5
Operational Reporting – Don't have complete, timely reports to understand key operating indicators.	1	2	3	4	5	Other – A factor you've identified not listed here. Specify the Factor:	1	2	3	4	5
Data Analysis – Don't have the market, customer, and operational intel you need to make good decisions.	1	2	3	4	5						

Now, create a plan to up-level the areas you've identified as needing your leadership attention. These skill gaps permit execution risk in your organization, opening you to competitive and market risk. If you want help, let's talk. I can teach you, coach you, do it with you, and do it for you. Mark.Smith@BijaCo.com