



Organisations can experience difficulties in any/all/some of the above areas. Although the organization may call a coach to deal with one area, the coach needs to look at all the above.

1. Is the vision clear, has it changed over time, are people actually working to the vision?
2. Has the vision been operationalised, are the systems created supportive of the vision and the workforce/team?
3. Are the roles clear, have the team been trained to the level of the role, have the appropriate personality types been given appropriate role?
4. Are there difficulties within the team, has each member been appropriately trained, are there personality clashes, what might need to be looked at in this area?
5. Does each individual understand clearly what is expected of them, are there any issues around any individual which may be affecting performance etc?