

How do I know if I lost Organizational *Traction?*

Give me wisdom and knowledge, that I may lead this people.

2 Chronicles 1:10 (NIV)

What is Business or Organizational *Traction*?

Basically, your organization and your teams are firing on all cylinders. People are giving their best, creativity and innovation is flowing and your constituents are pleased.

Or put another way, it's the grip of an effective *systems strategy* that propels an organization forward to achieve sustainable long term results and immediate short term results.

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1. The investment of time, resources and effort can not be sustained for growth or the return from what's being invested is not worth it.
2. The individual parts of the organization may be showing signs of protecting their dominion first before thinking of the greater organization and mission.
3. In times of difficulty or crisis, the leadership team may engage in unhealthy group dynamics such as blaming or criticism leading to additional stress.

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4. The top line is growing but it is not flowing to the bottom line.
5. Not sure which decision and investment takes priority.
6. Employees don't finish what you have asked of them to do and when they do finish, it isn't what you wanted.
7. Why does it all seem to roll to me?

So What?

These are only 7 symptoms that an organization is losing it's traction. It's like gears of a machine that are starting to slip. Left untreated, something will break or blow up. Organizations are much the same way.

There are no easy answers. Potentially, an immediate response to Question 2 may be, “get the people in line with the vision and mission!” That may not be the correct response or even the root cause of that behavior. With people, processes, technology, operations, strategy and leadership flowing into that situation, simple answers will not solve potentially complex symptoms.

@helenMmitchell

helen@strategicmgmtresources.com

or helen@helenmitchell.org

949-690-6033