

Jim's Profit Accelerator 113: Rating Your Executive Team

Executive teams may be the least-measured critical leadership tool in any company. In fact, they are often all but invisible, masquerading as weekly “staff” meetings or progress work sessions or just information exchanges. It is the executive team meeting that has spawned the flurry of meeting pejoratives—sadly, with good reason.

My experience is that executive teams (ET) appear like weeds in the company lawn—unexpected, unevaluated, and endured. Strange that something that is so universally dissed can exist under the radar, with little direct effort to change things. It's an orphan of unknown parentage, wriggling like a small anthill, going nowhere.

SPEED BUMP: If this does NOT describe your ET, you're rare, or you're not looking closely.

If the ET is the most powerful results engine in the garage, why does it knock and miss so often?

SPEED BUMP: Your CEO is not a replacement for an excellent executive team.

Here's a quick diagnostic. Rate your ET on a scale of 1 to 10, seldom to always:

1. Meets every week at the same time on the same day, starting and ending on time.
2. All members join every meeting, and are always on time.
3. Members include the senior executive leading each department in the business.
4. Guests join the meeting for a fixed purpose and then leave.
5. The meeting has the same agenda each week, adjusting topics for current issues.
6. Members work together outside the weekly meeting to resolve problems.
7. Members always come prepared with facts and ideas for agenda items.
8. Members have identical company objectives for the coming quarter and year.
9. Members challenge issues, not individual people or departments.
10. All key company issues that impact results are decided here.
11. The CEO seldom overrules the group.

How did you do? Add your scores.

100 or more = Effective

80–100 = Striving, real room to improve

Below 80 = Not competitive

ACCELERANT: What will you do to get your executive team into the game?

For more information on how you can accelerate revenues and profits in your business, please call or email me.

For more information, visit www.grewco.com.

Jim Grew, the Business Defogger and Accelerator, helps leaders discover hidden opportunities within their businesses and exploit them for dramatic results. Jim has led 9 businesses, worked in 31 companies at C-level, and is an expert in strategy and executive leadership. He presents regularly to industry groups, mentors business leaders, and shares insights in his Executive Letter (above). Jim holds BA and MBA degrees from Stanford University. In his new book, *The Other Side of Succession*, he shares how to plan for the future by growing your business now.

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