

Check-up: Signs of management problems in your organisation

Apply all of these statements to the management problems you may have in your community, organisation or group, and tick your level of agreement or disagreement with each. This will help you identify and analyse the biggest problems.

Statements	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Priority (low/med/high)
People don't agree on the vision of the organisation.						
There is a high turnover of managers or staff.						
There is a lack of understanding and respect about the roles and responsibilities of the governing body, management and staff.						
Poor briefing by management to board members about risks and outcomes of decisions.						
No induction for incoming CEO, managers or staff members.						
The CEO is running the governing body.						
The CEO is playing one governing body member off against others.						
Lack of communication between CEO and the governing body.						
There are arguments about money and other resources, and there is a lack of transparency about how they are used.						
Managers and the governing body cannot make decisions.						
Managers have bad relationships with staff, governing body, government or community members.						
Lack of clear information about employees' work conditions, rights and procedures.						
Managers' salaries are not linked to performance review.						

Managers do not consult members of the organisation.						
There is a high rate of volunteer fatigue or staff burnout.						
There is too much overtime or too little work for staff due to unclear priorities and unfair workloads.						
Managers only act in a crisis and show little innovation, strategic thinking or action.						
There is no separation of personal life from professional life.						
Managers create an environment where mistakes are unacceptable, and they humiliate or reprimand employees in front of others.						

There may be other signs of management problems that you wish to add to this list.