

CHECKLIST: Has your organisation's decision-making hit a growth barrier?

This checklist is designed for the management of organisations with ~30+ employees. It reveals whether invisible bottlenecks have emerged within your organisation's structures, slowing down its ability to change and placing a strain on staff.

1. Adaptability & Change

[] Old methods in a new situation: The market, competitive landscape or scale has changed, but the organisation is still trying to solve problems using the same approaches that previously brought it success.

[] Resistance to change is, in fact, a structural problem: Reforms stall or progress is sluggish because people are being forced in a new direction without the underlying systems and processes being fixed or adapted.

2. Strategy & Day-to-Day Operations

[] The formal process versus reality: Changes and strategy are agreed upon by the management team, but in day-to-day practice, people continue to operate entirely according to their old ways.

[] Unofficial shortcuts: Critical decisions are made by the coffee machine or amongst certain key individuals, as the official route is too slow or rigid, or even unworkable.

3. Information flow & Cognitive load

[] Data overload paralyses decision-making: There are more reports and data than ever before, yet it remains difficult to decide on changes that are critical to operations.

[] Information gets stuck at different levels: Real signs of change and problems on the ground only reach management once they have already escalated into crises. The reverse is also true; management's message does not reach the lower levels, i.e.

4. Biology & Performance

[] Reactive firefighting: Management and key personnel spend most of their time reactively dealing with unexpected situations amidst constant chaos.

[] Decision-making fatigue: Demanding adaptive solutions are postponed or avoided because cognitive load and protective biological mechanisms drive people to exhaustion.

[] Fear of decision-making: The need for change is recognised, and it is understood that making changes frightens people. However, changes are not being made, even though the company already has one foot in the grave.

RESULTS:

0–2 ticks: The capacity for change is at a good level. Your structures still support the current scale of operations.

3–4 ticks: Growing pains and sluggishness during the transition phase. Rigid structures are beginning to slow down adaptation.

5+ ticks: You've hit a brick wall. The organisation cannot adapt using old methods. Formal models and systems are hindering people's true performance.

What will you do next?

When old methods no longer work, the solution is not a new theoretical change model, but rather adjusting decision-making and structures to align with human nature and market demands.

Book a free assessment. Let's go through the results of the checklist and see how we can remove the bottlenecks in your organisation's decision-making.

Book your assessment here: ww.paatoksentekokonsultti.com/en/yhteystiedot



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