



This **Organizational Readiness Review (ORR)** is designed to help you take a quick snapshot of the fitness of the five key dimensions of nonprofit operations. The **ORR** is divided into five sections. They are as follows: **1. Leadership 2. Structure 3. Systems 4. Processes 5. People**

Please take your time to score each dimension as honestly as possible based on how you feel, most of the time. Also, be sure to respond to the various considerations shown in each dimension. Feel free to contact John Curtis of IOD, Inc. at 407.493.7323, if you have any questions about the use of this review.

**Organizational Readiness:** Please circle the number (2, 1, 0) that best describes how well you think your organization is functioning in each of the following organizational dimensions, then provide additional comments explaining your scoring.

**A. LEADERSHIP: 2 = Working Well, 1 = Needs Work, 0 = Don't Know/Not Applicable**

What is leadership's role in the organization's current performance & how, if at all, should it change? *(Feel free to rate & comment on your Staff Leadership separately from your Board Leadership.)*

---

---

---

What are the leaders' credentials, competencies, commitment to growth?

---

---

---

What is the level of visibility & credibility of your leaders?

---

---

---

What is their track record in managing change?

---

---

---



**B. STRUCTURE: 2 = Working Well, 1 = Needs Work, 0 = Don't Know/Not Applicable**

How does the present organizational structure impact existing performance, growth, outcomes, revenue, services, programs & your organization's capacity to raise money?

---

---

---

What measures, if any, are used to evaluate the efficiency & effectiveness of the existing structure?

---

---

---

Is re-structuring need?

---

---

---

**C. SYSTEMS: 2 = Working Well, 1 = Need Work, 0 = Don't Know/Not Applicable**

What, if any, employee hiring, orientation, development, performance appraisal systems exist?

---

---

---

How are board members identified, recruited, oriented, evaluated, removed?

---

---

---



What, if any, accounting, planning, data-base management, quality assurance, communication, training, resource development, advocacy & marketing systems exist?

---

---

---

How well do they support & enhance organizational performance?)

---

---

---

**D. PROCESSES: 2 = Working Well, 1 = Need Work, 0 = Don't Know/Not Applicable**

What is the current quality of communication among & between individuals, groups, levels & locations?

---

---

---

What is the current level of teamwork?

---

---

---

How much attention is paid to staff satisfaction?

---

---

---



How does the organization respond to interpersonal problems, conflicts & disagreements?

---

---

---

**E. PEOPLE: 2 = Working Well, 1 = Need Work, 0 = Don't Know/Not Applicable**

What is the staff's role in the organization's success?

---

---

---

What is the knowledge, skill & ability level of the staff?

---

---

---

What impact does the organization have on staff commitment?

---

---

---

What is the staff's level of responsibility & accountability for producing results?

---

---

---



Based on your responses above to each of the five dimensions of Organizational Readiness...

Which dimension do you feel is working best? Why?

---

---

---

---

---

---

---

---

Which dimension do you feel needs the most work? Why?

---

---

---

---

---

---

---

---