

# Scorecard for Capturing the Comeback Economy

How you score in these four areas will have a direct impact on your ability to capture the comeback economy.

Score  
(0-5)

0 =No, you're not doing anything in this area. 5= Yes, you're setting the pace in your market

| Acquiring & Retaining Talent   |   |               |
|--|---|---------------|
| Job Fit  | Are your employees in positions that allow them to best use their talents?                          |               |
| Hiring   | Do you hire based on behavioral traits best suited for the position?                                |               |
| Reputation   | Is your business considered the best firm to work for in your market?                               |               |
| Compensation   | Is there a clear (to your employees) and direct link between performance and pay?                   |               |
| Development  | Do you "have ready" now successors for every important position in your business?                   |               |
| Focused Action   |   |               |
| Strategy   | Do you have a clear and straight forward strategy based on your driving force and strategic inputs? |               |
| Goals  | Do you have defined milestones linked to your strategy to access your progress in real time?        |               |
| Market Awareness   | Do you know who your major competitors are and how they are stronger or weaker than you?            |               |
| Decision Making  | Are your decisions based on evidence from employee, customer and vendor feedback?                   |               |
| Plan   | Do you have a written plan of how to convert your strategy into measurable results?                 |               |
| Increasing Performance   |   |               |
| Discretion   | Are you currently seeking ways to improve performance with the assets that you have in place?       |               |
| Resources  | Do you have a systematic method of uncovering latent potential in your processes?                   |               |
| Action   | Are you currently engaged in more than one endeavor to increase your market share?                  |               |
| Feedback   | Do you regularly utilize feedback from your frontline managers to improve your processes?           |               |
| Innovation   | Do you spend most of your time raising the performance of your business or solving problems?        |               |
| Continual Improvement  |   |               |
| Technology   | Are you conversant in the industry leading usage of technology in your market?                      |               |
| New Initiatives  | Are you actively pursuing objectives that stretch you beyond the competencies that got you "here?"  |               |
| Self Investment  | Are you currently engaged in a major effort to increase skill and acquire new thinking/approaches?  |               |
| Perspective  | Do you consistently seek outside input about your business?   |               |
| Differentiation  | Do you have a service/product portfolio that is competitive, differentiated and breakthrough?       |               |
| If you'd like to dramatically improve your score contact me.<br>I have best practices to improve results economically and expeditiously. |   | <b>Total:</b> |

Contact: [www.accelerantconsulting.com](http://www.accelerantconsulting.com) | [john@accelerantconsulting.com](mailto:john@accelerantconsulting.com) | 615-852-8055