

SELF-COACHING EXERCISES

This self-coaching sheet aims at helping you to analyze the difficulties your organization is currently facing (apart from those linked to the implementation of reengineering processes - the related issues will be discussed in a specific section).

Exercise 1

List the organizational difficulties you are facing and which take on an objective character. By this, we mean the functional problems encountered at the level of the organization, which are quantifiable and measurable

Examples:

- *The frequency in breakdowns of production machines.*
- *The delay accumulated for invoicing operations.*

Your list:

Exercise 2:

Here, list subjective criteria for organizational malfunctions. These criteria rely on perceptions and feelings.

Examples:

- *Our corporate identity is no longer what it used to be.*
- *Our Board communicates little and poorly.*

Your list:

Exercise 3

Can you give an estimation of the moment at which these problems started? Can you identify some of their causes?

Exercise 4

Synthesis of this sheet's observations:

Criteria for organizational malfunctions	Difficulty		Potential causes	Date of appearance
	Objective	Subjective		
<i>Recurrent shortage of raw materials</i>	X		<i>Change of production software</i>	<i>July 2010</i>

Exercise 5

Have your analysis validated by certain partners (your superior, colleagues...) in order to mitigate the impact of your own subjectivity.