

Weisbord’s Organizational Box:

Your Organization:

	Enablers:	Barriers:
<p>Purpose:</p> <ol style="list-style-type: none"> 1. What is the purpose of your organization? 2. Do you have a strategic plan? 3. What are your organizational values, vision, mission, goals? 		
<p>Structure:</p> <ol style="list-style-type: none"> 1. How is work organized? 2. What formal/informal systems exist for indentifying job expectations? 3. Does structure support the purpose? 4. How much does structure impact the relationships, communications, and processes? 		
<p>Rewards:</p> <ol style="list-style-type: none"> 1. Do all needed tasks have incentives? 2. How are behaviors rewarded? 3. For what behaviors are they rewarded? 4. What incentives exist for helping people achieve goals? 		
<p>Helpful Mechanisms:</p> <ol style="list-style-type: none"> 1. Are systems in place to keep the boxes in balance? 2. What communication processes exist? 3. What performance improvement measures exist? 4. What technology exists—how is it used? 5. How is coordination of processes managed? 6. What training/career development processes exist to help people achieve goals? 		
<p>Relationships:</p> <ol style="list-style-type: none"> 1. How is conflict managed? 2. Which technologies are used? 3. How would you characterize morale? 		
<p>Leadership:</p> <ol style="list-style-type: none"> 1. How well do the organization’s leaders understand the impact of the other five boxes? 2. What is the leadership style of the organization (autocratic, democratic, task-focused, relationship-focused)? 3. Where do the leaders focus most of their attention and intention? 4. Do the leaders model the behavior they value from the work force? 5. Do the leaders have a clear vision of where they want to take the organization? 		