



Executive Summary

Can this team, with this organization, at this time, capitalize on the opportunity?

Key Risks

- Deep mistrust among team members threatens open dialogue and innovation, requiring urgent rebuilding of trust to foster candid collaboration.
- Weak engagement with market insights and unclear ownership of priorities risks misaligned execution and stalled strategic initiatives.
- Leadership shows low drive and follow-through, with tendencies to over-intellectualize and avoid accountability, leading to delays and inertia.
- Ambiguous roles and reporting lines create bottlenecks and decision delays, weakening

Operational priorities

- Establish weekly pulse check-in meetings to normalize candid conversations and rebuild trust within the leadership team.
- Implement a visible decision log to track ownership and progress on key decisions, reducing the risk of miscommunication.
- Clarify and codify roles and reporting lines to eliminate ambiguity and duplication, reinforcing accountability.
- Develop a structured process for strategic insight gathering and prioritization to enhance