

Business Coaching

Question 1 (Relieving)

What percentage of employees in key positions who will retire in the next five years?

- A) Less than 10 %
- b) 10 % à 30 %
- c) 31 % à 50 %
- d) More than 50 %

If c) or d), Please specify:

- e) The company has a succession plan.
- f) The company has no succession issue.
- g) Assistance to design and implement a succession plan is desirable.
to this fact, are you able to document critical knowledge of older employees?
 - Yes
 - No

Question 2 (Expansion plan)

Do you plan to expand your activities?

- a) Yes, immediately
- b) Yes, in the next year
- c) Yes, in the next 3 or more years
- d) No

If no, proceed to question 3.

If yes (Thus a), b) ou c)), answer this question:

Do you need help:

- e) In achieving the preliminary analyzes?
- f) In developing the business plan?
- g) In operational planning?
- h) In the implementation of activities?
- i) Monitoring and evaluation of the project?
- j) Other - Specify _____
- k) No assistance is required.

Question 3 (New markets)

Do you have a plan to expand into new markets?

- a) Yes and it is operational.
- b) Yes, but not operational.
- c) Yes, this plan is under development.
- d) No, no interest un new markets.

If no, proceed to question 4.

If yes (thus a), b) ou c)), answer this question:

Do you need help:

- e) The design of an expansion plan?
- f) The implementation of the expansion plan?
- g) Monitering and evaluating the project?
- h) Other - Specify: _____
- i) I did not need assistance or guidance.

Question 4 (Sales)

One of the pillars of the sale is to clearly identify customer needs and respond to them.

In this regard, your salespeople::

- a) Have sufficient knowledge of the products or services offered by the company.
 - Yes
 - No
- b) Always use the right techniques and sales strategies.
 - Yes
 - No
- c) Uses to sell the right tools and relevant equipment.
 - Yes
 - No

Question 5 (Sales service)

Your company's sales department can easily :

- a) Prepare budgets.
 - Yes
 - No
- b) Organise services.
 - Yes
 - No
- c) To supervise sales activities.
 - Yes
 - No
- d) To assess service performance.
 - Yes
 - No

Question 6 (Marketing)

Your company has does a marketing plan

- Yes
- No

If so, how would you qualify it ?

- a) Effective
- b) Acceptable
- c) unsatisfactory

Question 7 (Management style)

Do you recognize the management styles in your business?

- Yes
- No

If so, answer the following question:

What is your perception of the effectiveness of management styles of all the company's activities?

- a) Satisfactory
- b) Layins recurrent difficulties

Question 8 (Strategic Goals)

Does the strategic objectives of your business are clearly defined and measurable by specific indicators?

- Yes
- No

If so, answer the following question:

Your goals are generally acheieved?

- a) Yes, easily
- b) Yes, with difficulty
- c) Achieving the goals is not assessed

Question 9 (Employee retention)

Generally, in your business, how long the new employees keep their jobs?

- a) More than 3 years
- b) Between 1 and 3 years
- c) Less than a year

Question 10 (Management of production or service)

How would you describe your production or service management system (quality, cost, time) ?

- a) Satisfactory
- b) Present difficulties or causes problems.

Question 11 (Problem solving – Interpersonal relationship)

In your company, do you notice major or recurring problems in terms of communication or relationships?

- Yes
- No

If so, answer the following question:

In the fact of interpersonal problems in your business, you generally:

- a) Make effective and sustainable solutions.
- b) Have difficulty solving problems

Question 12 (Supervisors, Team leaders)

In your business, every supervisors or team leader communicates and effectively manages its teams.

- a) Always
- b) Often
- c) With difficulty

Question 13 (Productivity - Staff)

Do you have in your business a production productivity system?

- Yes
- No

If so, answer the following question:

In your business :

- a) Productivity achieves our expectations.
- b) productivity targets are below expectations

Question 14 (Productivity – Tools and equipment)

Your company does have the tools and equipment to ensure optimum productivity?

- a) Yes
- b) No
- c) to be evaluate

Question 15 (Training - Plan)

Your company has a staff training plan?

- Yes
- No

If not, would you be interested to be accompanied to elaborate a training?

- Yes
- No

Question 16 (training – Needs assessment)

You manage correctly the training needs of your staff in terms of skills for the task?

- a) Yes. easily
- b) Yes, with difficulty
- c) No

Question 17 (Training - Management)

In regards of training or development of your workforce?

a) Your company enjoys all the financial support which they are entitled

- a) Yes
- b) No
- c) Do not know

b) How would you describe your ability to organize and manage training activities?

- a) Good
- b) Insufficient

Question 18 (Training – Impact assessment)

After training, are you able to measure the impacts?

- a) Yes, easily
- b) Yes. With difficulty
- c) No

If you checked more than 5 answers are shown in blue in the text, you need coaching!
We will be happy to accompany you along the way.
