



Potential Types of Issues That Might Be Found in For-Profit Organizations

The ultimate list of issues that a for-profit organization should address should be the result of a careful organizational assessment, as well as use of a relevant organizational diagnostic model that suggests which of the issues are the most important to address and in which order.

- An example assessment is at <https://www.surveymonkey.com/r/for-profit-sample> .
- A suitable associated diagnostic model is at <http://tinyurl.com/yyee3cw5> .
- That overall analysis might produce a list of some or all of the types of recommendations listed at <http://tinyurl.com/y4zgxr6o> .

Board operations

- Low attendance at meetings
- Low participation in meetings
- High turnover of Board members
- No, or poor, decision making
- Rubber-stamping recommendations from the Chief Executive Officer
- Conflict among Board members
- Micromanagement of day-to-day activities

Strategic planning

- Lack of clear focus for the organization and for making major decisions
- Frequent, conflicting suggestions from Board and/or employees
- Continual shortage of funds across the organization
- Low attendance and participation from Board and/or employees
- Poor results from products and services
- Conflict among Board members and employees about priorities, roles and responsibilities

Business planning

- Lack of clear goals and outcomes with products and services
- Shortage of resources for products and services
- Little or no results from products and services
- Frequent complaints from employees who deliver products and services
- Conflict and turnover among employees who deliver products and services

Management development

- Poor planning, organizing, leading and administration of resources
 - Lack of direction and guidance to employees
 - Conflict among employees
 - High employee turnover
 - Poor communication between employees and between Board members
 - Incomplete implementation and evaluation of products and services
 - Board is not involved at all, or far too much, in planning and leadership
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Employee development

- Frequent turnover
- Frequent complaints and conflict
- Poor performance
- Compliance (“going through motions”) on the job
- (See symptoms of problems with business planning as listed above in this table)

Teamwork

- Conflict between team members
- Inefficiencies in activities
- High turnover of members
- Confusion about decision making and problem solving
- Poor performance among members
- Ineffective meetings
- Low morale

Financial management

- Shortage of resources for products and services
- Lack of understanding of costs of various resources
- Bills continually not paid on time
- Problems reported by annual financial audits
- Numerous requests for funds from investors
- Frequent refusals from investors
- Financial goals are not clear

Advertising and promotions

- Little or no available feedback from customers
- Strong testimonials and results from customers, yet little growth in products and services
- Confusion among customers about features and benefits of products and services
- Lack of resources to obtain, develop and deliver products and services

Evaluations of products and services

- Confusion among employees about products and services
 - Inability to successfully describe products and services to others
 - Poor results from products and services
 - Frequent complaints and conflicts among employees who deliver products and services
 - Ineffective advertising and promotions
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