

Symptoms of Dry Rot

Problems in Early Stage Companies



Dry rot tends to enter an organization early—often with the founders. And like cancer, its easier to deal with it earlier than later. To get 30 individuals to change when the organization is still growing works better than trying to changing a mature organization of 300 or 3000.

14 symptoms that early stage SMEs have dry rot include:

- _____ Executives and employees driven by greed rather than an inspiring vision.
- _____ A management “team” that doesn’t know how to act like one.
- _____ Personal relationships characterized by mistrust prevents open communication
- _____ Barely concealed frustration produces rising tension and periodic blow-ups.
- _____ High stress levels lead to acting out or burn out.
- _____ The organization fails to learn from mistakes that occur again and again.
- _____ Fire fighting becomes that norm as the urgent crowds out the important.
- _____ Deadlines are missed more often than they are completed on-time
- _____ Ineffective meetings waste 20 to 40 percent of people’s time.
- _____ Individuals can’t solve complex problems when in a project team.
- _____ Unclear roles and responsibilities cause confusion over who does what when
- _____ Strategic objectives are not followed, talked about, or made clear.
- _____ Dysfunctional group norms prevent team work from developing.
- _____ Too many projects teams get stuck in neutral or continuous conflict.

If your organization comes up with more than seven "positives" on this checklist, you should seriously think about taking action.

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