

Harnessing the Passion™

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Early Warning Signs

Of Trouble Expanding the Passion Into Growth and Wealth

	Focus is on winning company and executive growth awards
	Lack of regularly produced management operational control reports
	The owners' egos are larger than the company
	There is no outside board or other unbiased input
	There is minimal hiring of management from outside the company
	Owner and other top executives are still heavily involved in operational details
	Investment in the infrastructure is considered overhead and is avoided
	Unable to describe what is truly important to the customers
	Products and services don't change – there is little innovation
	Financial management is unsophisticated
	The accounting function produces only history reports not management tools
	The company operates in the “Wack-a-Mole” style
	There are no regular planning processes
	There is no strategic plan
	Employees don't know the company vision
	There is a lack of employee and management performance expectations and accountability
	Changes are talked about but are seldom implemented
	There is a lack of documented employee policies and procedures
	The focus is on top line rather than bottom line growth
	There is a lack of understanding of the true cost of doing business