

Key Questions for Reflection About Executive Team Composition

Answer the following questions to determine if you have the right people on your executive team.

1. Optimizing Team Composition

A. Is our team a manageable size with the right perspectives?	YES	NO
<ul style="list-style-type: none"> Is the executive team a manageable size? <ul style="list-style-type: none"> 4-6 enables better discussion, ownership, and decision making Do we have the perspectives to do our work? <ul style="list-style-type: none"> E.g., organization-wide roles, demographic diversity, etc. (to surface more perspectives) 		
B. Does our team have the competencies required to do the work?	YES	NO
<ul style="list-style-type: none"> If not, can we develop them, or do we need to add to the team? 		
C. Does our team get outside input when needed?	YES	NO
<ul style="list-style-type: none"> If not, how can we get input from subject matter experts or other key stakeholders not in the room? 		

2. Considering Two Top Teams

A. Is our executive team too large to be effective (8+ people)?	YES	NO
<ul style="list-style-type: none"> If yes, see next question 		
B. Should we consider two management teams?	YES	NO
<ul style="list-style-type: none"> A smaller executive team, focused on strategic decisions and resource allocation A larger management team, focused on cross-organizational operations coordination, sharing staff input, and communicating across the organization 		
C. If we have two teams, have we clearly defined the areas of work for each team?	YES	NO

3. Evolving Team Composition

A. Do I need to make changes in the composition of the executive team to better align the team to the work we need to do?	YES	NO
<ul style="list-style-type: none"> If so, can I take advantage of known turnover (e.g., CEO transition or natural attrition) or major strategic pivots (e.g., new strategic plan)? 		