

ORGANISATION SCALABILITY ASSESSMENT

Here is a checklist of the key questions we ask intrapreneurs and entrepreneurs about their teams and organisations. As with the solution scale stress test in Chapter VIII, we use a five-level scoring approach.

SCORING

- 1 Don't know / Non-existent
- 2 Poor
- 3 OK
- 4 Good
- 5 Scale Ready

SECTION

CHECKLIST

Score Now Score at Scale Goal Gap

Organisation model	1 — Structure: Are you in the right legal structure and organisational model with the right governance mechanisms to scale?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organisation model	2 — Systems and processes: Do you have a defined approach to ensuring minimum viable bureaucracy as you grow?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organisation model	3 — Scale route: Does your organisational model fit with your anticipated scaling route?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Capability model	4 — Leadership: How well set up are you to deal with any of the leadership team leaving?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Capability model	5 — Team balance: Have you got enough staff and are they diverse and balanced enough for scale?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Capability model	6 — Mentoring: Do you have a mentor(s) who are able to provide advice on scaling?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Capability model	7 — Core capabilities: Do you have the right functions insourced and outsourced for scale?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Capability model	8 — Culture: Do you have a clear culture maintenance and building plan?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial model	9 — Revenue: Have you identified the right revenue model mix?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial model	10 — Cost: Do you have the right cost structure?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial model	11 — Investment/debt: Will you have sufficient cash flow to reach your scale goal? If not, do you have an investment strategy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	12 — Other outstanding gaps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Totals		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>