

Executive Team Scorecard



For Executive Leadership Teams
who want to improve alignment,
decision-making and execution

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Executive Team Scorecard

Introduction

If you want your Executive Team to execute at a higher level to make your company more profitable, then fill in the Executive Team Scorecard and evaluate your results.

- Step 1: Read the comment > circle a score from 1-10 > record the comment score
- Step 2: Add up the total score
- Step 3: Evaluate the total score
- Step 4: Choose your future score

Scoring System

1 = Poor / Significant breakdowns in Execution

5 = Average / Inconsistent Execution

10 = Excellent / Consistent and Clear Execution

STEP 1: Read the comment > Circle a score from 1-10 > Record the Total

Comment	Circle a number from 1-10	Record Total
1. Strategic Alignment Our executive team shares a clear understanding of our company vision, values and goals.	1 2 3 4 5 6 7 8 9 10	
2. Priorities Alignment The executive team clearly understands our top priorities right now.	1 2 3 4 5 6 7 8 9 10	
3. Speed to Decision-Making Important decisions are made quickly and don't have to be reviewed.	1 2 3 4 5 6 7 8 9 10	

4. Work Plan and Accountability There is a clear work plan (what, who, when) for each priority, and executives know what they are accountable for.	1 2 3 4 5 6 7 8 9 10	
5. Trust On a scale of 1-10 our Executive Team trust level is...	1 2 3 4 5 6 7 8 9 10	
6. Skills and Training Individuals on our executive team have the right skills and training to execute our top priorities.	1 2 3 4 5 6 7 8 9 10	
7. Cross-Functional Alignment Department leaders (Ops, Finance, HR, Sales, etc.) are aligned on our top priorities, rather than operating in silos.	1 2 3 4 5 6 7 8 9 10	
8. Communication Our Executive Team clearly communicates with the rest of the company.	1 2 3 4 5 6 7 8 9 10	
9. Leadership Time Allocation Our executive team spends most of its time on strategic leadership rather than reactive problem-solving.	1 2 3 4 5 6 7 8 9 10	
10. Wins and Losses Review Our executive team meets regularly to review wins and losses so they can learn from them.	1 2 3 4 5 6 7 8 9 10	
	TOTAL SCORE >>	

STEP 2: Add all scores (Max is 100) = _____

STEP 3: Evaluate Your Score

85–100	70–84	50–69	0–49
High Execution Performance	Stable with some Friction	Significant Execution Friction	Critical Execution Breakdown
• Strong alignment and accountability • Fast decision making • Predictable execution	• Mostly aligned • Some decision delays • Occasional execution breakdowns	• Misalignment emerging • Decision bottlenecks • Execution inconsistency	• Structural misalignment • Slow decisions • Weak accountability
“Your leadership system is functioning as a high-performance execution engine.”	“Good performance with visible execution leakage.”	“You are losing measurable value through execution gaps.”	“The leadership approach is actively limiting performance.”

STEP 4: Choose what you want your future score to be: _____

Additional Comments and Observations

Executive Wins

Do you want help improving your Executive Team alignment, decision-making and execution?

Contact Gordon Sheppard at Executive Wins - 780-906-1799 - gord@executivewins.com