



# Organizational Analysis

Do you have the right people in the right seats? How deep is your leadership bench? Are there gaps or blind spots in your organization? Who on your team has the capacity to step up and what do they need to be able to do so effectively?

These are just some of the questions that can be answered through **STM's Organizational Analysis**.

## Key steps include:

- ✔ Perform a Culture & Management Study of your leadership team and next generation of potential leaders. Already have one? We'll update it to account for shifts over time and changes to your team.
- ✔ Conduct interviews with each participant to determine their aspirations, what they're struggling with, and what changes they'd like to see.
- ✔ Identify gaps, professional development needs, succession opportunities, and role realignment recommendations.
- ✔ Review your org chart and recommend adjustments to reporting relationships.
- ✔ Establish hiring needs and priorities.

*"We appreciate what you've accomplished with our team here at AMI! We're not an easy bunch of people to work with, as I'm sure you all know! But with your help, we've managed to get our org chart in working order and are confidently filling the gaps needed to help us reach new levels of success!"*

*I've seen a lot more happy faces around here in the past year and we're having less turnover. Our people have a more positive attitude towards change, and management is more confident that we're doing what needs to be done to get to the next level.*

*So thanks to your team for making our team look good!"*

– Kathie Leonard, President/CEO of  
Auburn Manufacturing, Inc.  
March 1, 2025

- ✓ Facilitate a Business Management Review (BMR) to create buy-in to the company's mission, values, and vision and identify critical success factors and specific business goals.
- ✓ Work with you to translate overall company goals into specific goals and expectations for the individuals on the senior leadership team.
- ✓ Make sure it gets done! We stay with you to create an action and communication strategy, assign responsibility for implementation, and act as a sounding board to help you overcome obstacles along the way.

**What would knowing your organization is in good health and in good hands mean to you? [Contact us today!](#)**



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