CAPSTONE Leadership Solutions, Inc.

Execution Systems Scorecard

Where Are Your Gaps in Executing with Confidence

A Self-Assessment for Healthcare Organizations

Instructions: Rate your organization on a scale of 1–5 for each statement, where:
1 = Strongly Disagree | 2 = Disagree | 3 = Neutral | 4 = Agree | 5 = Strongly Agree

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SYSTEM 1: The Team System

Structured, employee-driven teams aligned to strategic priorities

Statement	Score (1–5)
We have active, employee-driven teams that are working on top strategic priorities.	
Our action planning process is structured, coordinated, and revisited regularly.	
Teams are trained, empowered, and supported to lead meaningful improvement initiatives.	
Results from team-led initiatives are tracked and celebrated.	
Employees across the organization feel they have a voice in organizational improvement.	

Subtotal – Team System: ___ / 25

Any comments:

SYSTEM 2: The Leadership System

A shared leadership model supported by ongoing development and onboarding processes

Statement	Score (1–5)
All leaders in our organization understand and use a consistent leadership model (e.g., "leadership bundle," "standard work").	
We have a structured and ongoing leadership development plan in place.	
New leaders are consistently onboarded with leadership expectations and tools.	
Leadership effectiveness is assessed and improved continuously.	
Our leaders are equipped and confident in engaging and elevating their teams.	

Subtotal – Leadership System: ___ / 25

Any comments:

SYSTEM 3: The Change System

A proactive and consistent approach to overcoming change resistance

Statement	Score (1–5)
We have a shared language and method for leading change organization-wide.	
Leaders and teams proactively identify and prevent resistance to change.	
When barriers arise, we recognize them and resolve them quickly.	
Change efforts are supported, not undermined, by our culture.	
There is visible, consistent momentum in improvement efforts.	

Subtotal – Change System: ___ / 25

Any comments:

SYSTEM 4: The Achieve System

Setting and progressing toward measurable goals

Statement	Score (1–5)
Our organization sets clear, aligned goals at the org, department, and team levels.	
We follow a consistent cadence of accountability for progress (e.g., monthly reviews).	
Leaders and staff are actively involved in goal setting and action planning.	
Leaders and teams are savvy in the use of data to drive improvement efforts.	
We are propelled forward as we celebrate wins and uncover lessons from each goal cycle.	

Subtotal – Achieve System: ___ / 25

Any comments:

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Execution Systems Scorecard Summary

System	Subtotal	Max Points
Team System	___	25
Leadership System	___	25
Change System	___	25
Achieve System	___	25
TOTAL	___	**100**

Strongest System (highest score): _____

Weakest System (lowest score): _____

Consider What Your Score Means:

- **80–100:** You have strong execution systems. Focus on leveraging and continued optimization.
- **60–79:** Good foundation, but likely some inconsistencies or weak links are holding you back from optimal results, agility,
- **40–59:** Execution systems are emerging or informal. There's room to strengthen structure.
- **< 40:** Your organization likely struggles to make consistent, sustainable progress—and would benefit from a proven framework.