

PROJECT LEADERSHIP MATURITY ASSESSMENT

DISCOVER WHY YOUR STRATEGIC INITIATIVES AREN'T DELIVERING EXPECTED RESULTS

INTRODUCTION:

Based on analysis of 100+ successful project transformations, this 5-minute assessment reveals exactly where your organization stands, and provides a personalized roadmap to excellence.

	Question	Excellent (10 pts)	Good (7 pts)	Fair (4 pts)	Poor (1 pt)
Clarity Over Complexity					
1.	When launching a new strategic initiative, how often do all key stakeholders have a shared understanding of what "success" looks like?	Always We define clear, measurable success criteria upfront	Usually Most stakeholders are aligned, with minor clarifications needed	Sometimes About half the time, we achieve good alignment	Rarely Stakeholders often have different interpretations of success
2.	How frequently do project teams request clarification on goals or priorities mid-project?	Rarely Goals are crystal clear from the start, and adjustments are made as changes in scope are aligned.	Occasionally Minor clarifications needed during execution. Most scope changes follow the change management system.	Regularly Teams often need guidance on priorities. Scope changes are made without complete alignment.	Constantly We're continuously re-explaining objectives
3.	When presenting project updates to executives, how much time is spent clarifying the scope versus discussing progress.	0-10% on clarification Updates focus entirely on progress and/or impacts from aligned changes.	11-25% on clarification Minimal scope discussions needed	26-50% on clarification Significant time spent on the scope	51%+ on clarification More time clarifying than reporting progress
People First, Always					
4.	What percentage of your project team members would you describe as "highly engaged" in strategic initiatives?	80-100% Nearly all team members are enthusiastic participants	60-79% Most team members are engaged	40-59% About half show strong engagement	Under 40% Engagement is a significant challenge
5.	When implementing new processes or systems, how often do you experience resistance from affected teams?	Rarely Teams typically embrace change enthusiastically.	Occasionally Minor resistance that's easily addressed	Regularly Resistance is common and requires significant effort	Almost always Change initiatives consistently face strong resistance
6.	How well does your organization identify and develop internal champions for major initiatives?	Excellent We systematically cultivate champions across the organization	Good We usually identify key advocates early.	Fair Champions emerge organically, but not systematically.	Poor We struggle to build internal advocacy

	Question	Excellent (10 pts)	Good (7 pts)	Fair (4 pts)	Poor (1 pt)
Manage Cross-Functional Tension					
7.	How effectively does your organization handle competing priorities between different departments on shared projects?	Very effectively Transparent governance resolves conflicts quickly.	Mostly effective Issues are resolved with some discussion.	Somewhat effective Conflicts require significant management intervention	Ineffective Competing priorities regularly derail progress
8.	When cross-functional teams disagree on approach or priorities, how are decisions typically made?	Clear decision-making process Established protocols resolve conflicts efficiently	Senior leadership arbitration Escalation to executives usually resolves issues	Extended negotiation Teams eventually reach a compromise after lengthy discussions	Unresolved or arbitrary Decisions are delayed or made without a clear rationale
9.	How aligned and leveraged are KPIs and success metrics across departments working on shared initiatives?	Fully aligned and leveraged. All departments share standard success metrics.	Mostly aligned and leveraged. Minor variations but generally consistent	Partially aligned and leveraged. Some conflicting or competing metrics	Misaligned Departments optimize for different, often contradictory outcomes
Build Capability, Not Dependency					
10.	After external consultants or experts complete project execution, how well can your internal teams sustain and build upon the improvements?	Very well Teams fully own and continue developing solutions	Well Most improvements are sustained with minimal support	Moderately Some backsliding occurs without external support	Poorly Improvements often deteriorate once external support ends
11.	How comprehensive is your knowledge transfer process when completing projects or transitioning responsibilities?	Highly comprehensive Systematic documentation, training, and handoff processes	Comprehensive Good documentation with some formal training	Basic Informal knowledge sharing, limited documentation	Minimal Knowledge remains with individuals, with limited transfer
12.	How confident are your internal teams in their ability to replicate successful project approaches independently?	Very confident Teams can adapt and apply methodologies to new situations	Confident Teams can replicate with minimal guidance	Somewhat confident Teams need significant support for replication	Not confident Teams require extensive external help for similar projects
Blend Agility with Structure					
13.	How well does your organization balance the need for structured planning with the flexibility to adapt to changing requirements?	Excellent balance Structured foundation with built-in flexibility	Good balance Generally maintain structure while adapting as needed	Adequate balance Either too rigid or too flexible, depending on the situation	Poor balance Struggle to maintain either structure or adaptability
14.	When project requirements change, how effectively can your teams adjust without losing momentum?	Very effectively Changes are absorbed smoothly with minimal disruption	Effectively Some temporary slowdown, but quick recovery	Moderately Changes cause noticeable delays and confusion	Ineffectively Changes typically derail progress
15.	When project requirements change, how effectively can your teams adjust without losing momentum?	Highly adaptive Tailored approaches for different project types	Adaptive Some customization based on project characteristics	Somewhat adaptive Limited flexibility in approach	One-size-fits-all Same approach regardless of project type

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The Right Sponsor is Essential					
16.	How visible and actively engaged are executive sponsors in your strategic initiatives?	Highly visible/engaged Sponsors are active champions and obstacle removers	Visible/engaged Sponsors provide regular support and guidance	Moderately visible Sponsors provide periodic check	Minimally visible Sponsors are largely absent after initial approval
17.	When projects encounter significant obstacles, how effectively do executive sponsors help remove barriers?	Very effectively Sponsors quickly resolve roadblocks and provide resources	Effectively Sponsors usually address obstacles with some effort	Moderately Sponsors help when directly approached	Ineffectively Teams must work around obstacles independently
18.	How well do executive sponsors help align conflicting priorities across the organization?	Very well Sponsors proactively address and resolve conflicts	Well Sponsors effectively mediate when conflicts arise	Adequately Sponsors address conflicts when escalated	Poorly Conflicts remain unresolved despite sponsor involvement
Front-End Investment Pays Dividends					
19.	When project requirements change, how effectively can your teams adjust without losing momentum?	Very thoroughly Comprehensive planning, including risk assessment and contingencies	Thoroughly Good planning with most key elements addressed	Adequately Basic planning covers the main requirements	Minimally Projects often start with limited planning
20.	When project requirements change, how effectively can your teams adjust without losing momentum?	Rarely Scope changes are minimal and usually due to external factors	Occasionally Minor scope adjustments needed during execution	Regularly Significant scope changes are common	Almost always Major scope changes are the norm
21.	When project requirements change, how effectively can your teams adjust without losing momentum?	0-20% Most problems are truly unforeseeable	21-40% Some issues were preventable	41-70% Many problems stem from planning gaps	71-100% Most difficulties trace back to inadequate planning
Design for Culture and Process					
22.	How well do your project management processes align with your organization's natural work style and culture?	Perfectly aligned Processes feel natural and support how we work	Well aligned Good fit with minor cultural adjustments needed	Somewhat aligned Processes work, but feel forced at times	Poorly aligned Constant friction between processes and culture
23.	When implementing new systems or processes, how often do teams adopt them long-term?	Almost always High sustained adoption rates	Usually Good adoption with occasional reinforcement needed	Sometimes Mixed adoption requires ongoing management	Rarely Teams frequently revert to old ways of working
24.	How effectively does your organization tailor project approaches to suit specific team dynamics and capabilities?	Very well Approaches are tailored to each team's strengths and context	Well Some customization based on team characteristics	Adequately Standard approaches with minor adjustments	Poorly One-size-fits-all approach regardless of project type

PAGE 3 TOTAL: _____ / 90

GRAND TOTAL: _____ / 240

SCORE RANGES AND PROFILES

Excellence Driver: 181 - 240 points

Strategic Advancer: 121 - 180 points

Foundation Builder: 24 - 120 points

FOUNDATION BUILDER (24 -120 POINTS)

“You have significant opportunities to strengthen project leadership capabilities.”

Your Current Reality:

Your organization is experiencing the frustration of inconsistent project outcomes.

Strategic initiatives often miss deadlines, exceed budgets, or fail to deliver expected value. Teams spend more time in reactive mode than driving proactive results.

Your Biggest Opportunities:

- Establish transparent governance and decision-making processes
- Develop systematic approaches to planning and execution
- Build more substantial stakeholder alignment and communication
- Create more predictable project outcomes

Immediate Actions:

1. This Week: Conduct a post-mortem on your last three major projects to identify common failure patterns
2. This Month: Establish clear success criteria and stakeholder roles for your next major initiative
3. Next 90 Days: Implement a structured project planning process with mandatory upfront investment

Warning Signs to Address:

- Projects regularly require significant scope changes
- Teams frequently ask for goal clarification mid-project
- Executive sponsors are minimally involved after initial approval
- Resistance to new processes is the norm rather than the exception

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STRATEGIC ADVANCER (121-180 POINTS)

“You’re on the right track but missing key elements for breakthrough performance.”

Your Current Reality:

Your organization has solid project management fundamentals but experiences inconsistent results. Some initiatives succeed brilliantly while others struggle. You’re closer to excellence than you realize. Targeted improvements can unlock significant performance gains.

Your Biggest Opportunities:

- Strengthen the weakest pillars identified in your assessment
- Create more systematic approaches to knowledge transfer
- Improve cross-functional collaboration and conflict resolution
- Develop internal capability to sustain improvements independently

Immediate Actions:

1. This Week: Identify your 2-3 lowest-scoring pillars and assess current initiatives against those criteria
2. This Month: Implement pilot improvements in one specific area (focus on your lowest score)
3. Next 90 Days: Develop internal champions and knowledge transfer processes for successful approaches

Signs You’re Ready for the Next Level:

- Stakeholder alignment exists, but could be stronger
- Some teams are highly engaged, while others lag behind
- Planning is adequate, but could prevent more downstream issues
- The cultural fit of processes varies across the organization

SCORE RANGES AND PROFILES

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EXCELLENCE DRIVER (181-240 POINTS)

“You’re operating at a high level with opportunities for fine-tuning and optimization.”

Your Current Reality:

Your organization demonstrates strong project leadership capabilities, consistently delivering results. You’ve likely seen the competitive advantage that comes from superior execution. Now you’re focused on optimization and maintaining your edge.

Your Biggest Opportunities:

- Share best practices more systematically across the organization
- Develop next-generation leaders using your proven approaches
- Explore advanced techniques for complex, cross-functional initiatives
- Build even more adaptive and resilient project capabilities

Immediate Actions:

1. This Week: Document your most successful project approaches for replication
2. This Month: Identify emerging leaders to develop using your proven methodologies
3. Next 90 Days: Explore advanced techniques like portfolio optimization or predictive project analytics

Your Competitive Advantages:

- Consistent delivery builds stakeholder confidence
- Strong internal capabilities reduce dependency on external support
- Cultural alignment makes change initiatives more successful
- Executive engagement creates organizational momentum

CONTACT US



www.newoaksconsulting.com



solutions@newoaksconsulting.com



615-405-2438



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