

Three recurring frustrations

Pick three complaints you hear repeatedly. Complete this privately first.
Capture real examples and their impact before deciding what needs fixing.



EXAMPLE 1

What is the recurring frustration?

What happened, who was involved, and what did it cost in time or progress?

EXAMPLE 2

What is the recurring frustration?

What happened, who was involved, and what did it cost in time or progress?

EXAMPLE 3

What is the recurring frustration?

What happened, who was involved, and what did it cost in time or progress?

The complaint is a clue. On the next page, consider where the evidence tells you to look.

Where should you look first?

For each example on page one, find the closest match in the table and consider the question in that row. Write the area(s) to explore beside each example below. You can choose more than one area.

Find the closest match	Area to explore	Question to consider
One task takes forever while the rest of the team works reasonably well.	PROCESS	Have we made this harder than it needs to be?
One person carries a strange collection of unrelated responsibilities.	ROLE	What job does the business actually need?
The job is clear, but the person cannot consistently do it.	CAPABILITY	Has the job grown beyond the person, or do they need support?
"If Jane leaves, we're screwed."	KEY-PERSON RISK	What does Jane know, own or connect that exists nowhere else?
The same friction appears across teams, decisions and handoffs.	STRUCTURE	Are we organized around the business we have now?

Areas to Explore

Example 1

Example 2

Example 3

Which areas come up more than once across your three examples?

Let's talk about where the friction sits

Bring your examples to a conversation about whether Beyond the Founder would help clarify what deserves a closer look.

[Book a conversation](#)
