**10 Diagnostic Questions about Technical Organizations**

Technical organizations are increasingly diverse, complicated and dynamic workplaces that are benefitting from recognizing the value in training staff and overall professional development. This checklist will help your organization, company, or work group identify some potential needs:

As our clients have become increasingly multi-generational and multi-cultural the challenges abound when it comes to work expectations, roles and responsibilities, and communications.

* Are your senior managers primarily from the Baby Boom generation and struggling to understand the Gen Xers, Gen Yers, and Millenials who work for them?
* Is the nature of communication styles and methods changing with the newer generations and creating communication gaps?
* Are the multitude of backgrounds (gender, ethnic, cultural) being acknowledged and embraced to fully develop high-performing teams?
* Do your junior team members have different attitudes about their jobs and career expectations that are not being served with respect to pay, responsibilities, advancement and work-life balance?

Many of our clients embrace advancement as a function of longevity and often do not effectively consider skill sets, interests, or merit.

* Are your Project Managers performing that role with the required formal training to ensure project success and effectiveness?
* Are your Business Development and Presenters given the necessary guidance to deliver an effective message to all of your current and potential clients? Do they have the right skill set to be the face of your company?
* Is your organization utilizing performance reviews and assessments to determine advancement opportunities or just to rank staff for compensation purposes?
* Does a succession planning process address current skills **and** needed skills to properly develop a training plan to move high-potential staff up the organization chart?

As technology becomes more integrated into our daily lives, the line between our work life and home life becomes blurred. Consequently, work-life balance issues have become increasingly important to employees and employers.

* Are your employees effectively using technology to complete their tasks or is technology infringing on an employees’ time away from the office?
* Are the changing needs and interests in work styles and schedules being considered to maximize an employees’ contribution to the project or company success?

If you recognize any of these issues in your staff or organizations, please call us for a consultation on how Engineers Are People Too can help you become more effective, retain your qualified staff, and increase your bottom line.