



PERSPECTIVE. DISCERNMENT.
COUNSEL FOR LEADERS NAVIGATING WHAT COMES NEXT.

Where Is Your Organization Working Around Itself?TM

When there is a gap in clarity, capacity, systems or ownership, people find a way to keep the work moving. Over time those workarounds become the operating model, and the organization pays twice: once for the system, and again to get around it.

The question is not whether workarounds exist. It is what they cost, and who is paying.

Want to look at what is underneath?

A 30-minute conversation about what you noticed here, and whether a fuller assessment is the right next step.

[Book a conversation →](#)

calendly.com/sayre-ldarling/discovery-conversation-1

1 What's happening in your organization?

Takes two minutes. There is no score.



SET THE INTENT

When priorities compete, people decide for themselves which one wins.



SET THE INTENT

Work needs explaining again before anyone can act on it.



READ THE REALITY

The real process runs on side spreadsheets and manual fixes.



READ THE REALITY

Your best people routinely step in to keep things moving.



TRANSLATE TO ACTION

Decisions escalate because it is not clear who can make them.



CAPTURE THE VALUE

New work gets added, and the old work never actually stops.

2 Then answer these three

These matter more than the count.

i

Where are your workarounds clustering?

ii

Who is absorbing them?

iii

What would stop working tomorrow if those people stopped compensating?