



7 Signs Your Execution Problem Is Bigger Than a Process Problem

CHECKLIST

Execution problems rarely announce themselves as execution problems.

They show up as recurring issues, slow decisions, unclear ownership, and priorities that never seem to move fast enough.

How many of these are showing up in your business?

☐ **1. The same issues keep coming back.**

You discuss them. You solve them. A few weeks later, they're back on the table.

☐ **2. Decisions keep finding their way back to the founder.**

Your leaders have responsibility, but too many decisions still require the founder to step in.

☐ **3. Leadership meetings produce discussion, but ownership stays unclear.**

The meeting ends without a clear answer to: Who owns this, and what happens next?

☐ **4. Everyone is busy, but the priorities that matter aren't moving.**

There's plenty of activity. The most important commitments still move too slowly.

☐ **5. Work keeps piling up around the same people.**

A few leaders become the bottleneck because too much depends on their involvement.

☐ **6. Accountability requires constant follow-up.**

Commitments get made, but someone has to chase people to make sure they happen.

☐ **7. You keep adding processes, but execution isn't improving.**

More meetings, scorecards, workflows, or tools haven't changed the underlying pattern.

What Your Score Is Telling You:

0–1 signs: The issue may be isolated. Fix the specific breakdown and watch for recurrence.

2–3 signs: Look beyond the process. Ownership, priorities, decision rights, or accountability may be getting in the way.

4+ signs: You likely have a broader operating issue. Adding another process probably won't solve it.

The question isn't whether you need more process. It's whether your leadership structure can consistently turn priorities into execution.

Embedded leadership that creates clarity, builds momentum, and leaves teams stronger.

“ GCE's leadership was instrumental in strengthening our internal operations and leadership capabilities. They helped us build structure, accountability, and clarity across the company.

Thanks to their impact, we now feel confident in taking the next step and managing the Integrator role internally. ”

Rafael Aquino
Co-Founder & CEO, Affinity Management Services

