

Viewing the Executive Team

Virtually every leader relies on their executive/senior management team. Making choices about who you, as the leader, surround yourself with, and from whom you take counsel is likely to be the biggest judgment call that you can make. Organisations are full of technically competent people who lack good judgment. They hinder the judgment process, and there is tremendous cost to relying on someone who is not trusted or who doesn't give you good advice. On the other hand, having senior people with good judgment allows for tremendous opportunities.

Use the table below to evaluate each team member's judgment contribution.

Member	Extent to Which I Trust the Person's Judgment: (1=very little, 4=very much) <i>Explain your rating</i>	Extent to Which the Person Positively Influences the Team's Judgment Process: (1=very negatively, 4=very positively) <i>Explain your rating</i>

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Adapted Tichy and Bennis