



Ormond & Associates PROGRAMS & SERVICES

• EXECUTIVE COACHING

Supporting leaders to grow their confidence, decision-making, and leadership influence for better results.

• TEAM EFFECTIVENESS COACHING

Improve collaboration, trust, and collective performance with practical, proven team effectiveness frameworks.

• LEADERSHIP WORKSHOPS & KEYNOTES

Customized and packaged workshops & keynotes designed to build leadership capability at every level.

• TALENT STRATEGY CONSULTING

Helping organizations predict their talent needs and align their people programs to meet those needs.

10 SIGNS YOUR LEADERSHIP TEAM MAY BE UNDERPERFORMING

Strong leadership teams drive alignment, engagement, and results. But even the most talented executives can fall into patterns that weaken performance. Here are ten warning signs to watch for:

1. **Revisiting Past Decisions.** If meetings rehash the same issues without clear outcomes, momentum is slowed, frustrating the organization and broader results.
2. **Lack of Shared Purpose.** Leaders have different ideas about their role and/or the direction of the company leading to silos and conflicting priorities.
3. **Avoiding Tough Conversations.** Avoiding difficult topics such as accountability, performance or strategy mistakes create tension below the surface that, if left unaddressed, only becomes worse.
4. **Low Trust & Collaboration.** Information is withheld, competition trumps cooperation, and leaders fail to leverage each other's strengths.
5. **Turnover of Key Talent.** Attrition – especially among high-performers – often signals a cultural or leadership misalignment.
6. **Poor Meeting Management.** Leadership meetings dominated by updates instead of solving problems, setting strategy or aligning on execution wastes valuable time & expertise.
7. **Lack of Accountability.** Vague commitments, slipping deadlines and little follow-through on agreed actions translate directly to poor results.
8. **Reactive vs. Strategic Focus.** Too much time “putting out fires” rather than driving long-term priorities leads to burnout and missed strategic opportunities.
9. **Low Employee Engagement.** When front line teams show signs of disengagement, it can often reflect leadership disconnects at the top.
10. **Resistance to Change.** When leaders default to “the way we’ve always done things” or struggle to adapt to a shifting environment, the organization often follows suit making change less likely to succeed.

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Leadership & Team Development Experts | Executive Coaching