**Business Critical KPIs and Metrics**

1. What are the key performance indicators (KPIs) that you believe are critical for measuring the success of our business?
2. How do you currently track and measure these KPIs within your department?
3. Can you provide examples of specific metrics that you believe are essential for driving the success of our business?

**Organizational Structure**

1. How would you describe the current organizational structure of your department, and how does it support the overall business objectives?
2. Are there any areas within the organizational structure that you believe need improvement or restructuring to better align with our business goals?

**Deliverables**

1. What are the primary deliverables and outcomes that your department is responsible for delivering to contribute to the overall success of the business?
2. How do you ensure that these deliverables are aligned with the broader business strategy and objectives?

**Performance Framework**

1. In your opinion, what constitutes an effective performance framework for our business, and how is it currently implemented within your department?
2. Are there any specific performance management tools or methodologies that you believe would be beneficial for enhancing our business performance framework?

**Individual Leadership Goals**

1. How do you currently define and communicate individual leadership goals within your department?
2. What strategies do you employ to ensure that individual leadership goals are aligned with the overarching business goals and vision?

**Alignment with Business Strategy**

1. How do you ensure that your department's goals and initiatives are in alignment with the overall business strategy?
2. Can you provide examples of how your department's goals directly contribute to the achievement of the company's strategic objectives?

**Change Management**

1. How do you approach change management within your department to adapt to evolving business goals and market dynamics?
2. What role do you believe change management plays in achieving long-term business success, and how is it currently addressed within your department?

**Communication and Collaboration**

1. How do you foster effective communication and collaboration between your department and other areas of the business to ensure goal clarity and alignment?
2. What communication channels and platforms do you find most effective for disseminating business-critical information within your department?

**Resource Allocation**

1. How do you prioritize and allocate resources within your department to support the achievement of business-critical KPIs and goals?
2. What challenges do you encounter in resource allocation, and how do you address these challenges to ensure optimal performance and goal attainment?

**Continuous Improvement**

1. What initiatives or strategies do you implement to drive continuous improvement and innovation within your department, and how do these efforts contribute to the overall business success?

**Performance Management Framework**

1. Is the current performance management process simple and intuitive for both managers and employees? What steps are you willing to take to improve the process? 1
2. How well do managers and employees understand and accept their roles in the performance management process?
3. What were your biggest misses this year, and what caused these misses? How will you do things differently next time?
4. How frequently do you and your manager engage in performance-related conversations, and what is the ideal frequency for these discussions?
5. Do your annual/semester/quarterly goals contribute to your professional growth and the institution’s mission? If not, what barriers prevent this?
6. Are your accomplishments accurately documented and fairly weighted as part of your performance reviews? What’s the ideal way to include your accomplishments? (Faculty-specific)
7. How well do current performance management processes contribute to your institution’s goals, and should they align? If so, what could be done to improve alignment?
8. What do you believe are the purposes of performance reviews, and are those purposes being met?
9. Do you think performance reviews should be tied to pay raises? If so, how should performance-based compensation work? If not, what other employee engagement tactics do you think will be effective?
10. Do employees understand how their work supports the goals of their team?
11. Do employees know what is needed to meet their goals and objectives?