

7 Signs Your Organization Has Lost Traction

What is Organizational Traction TM?

Organizational Traction TM is the momentum and organizational grip that keeps an organization moving in the right direction. It exists when strategy, leadership, people and execution are aligned, enabling an organization to consistently achieve both short-term objectives and long-term sustainable results.

Organizations with strong traction demonstrate clarity, alignment, accountability, healthy cultures, effective execution, innovation and consistent and measurable results. In practical terms, the organization is firing on all cylinders. People are giving their best where collaboration and innovation flourish.

Organizational Traction TM is the grip created by an effective organizational system that moves an organization forward with focus, momentum and sustainable results. Customers and key stakeholders consistently experience the value the organization was created to deliver.



How do I know if I Lost Organizational Traction™?

- 01** The return on your investments of time, people and resources no longer justifies the effort required to sustain growth.
- 02** Organizational silos emerge as departments protect their own priorities instead of advancing the organization's mission.
- 03** During times of pressure the leadership team becomes increasingly reactive, defensive, critical or blaming rather than collaborative and solutions-focused.
- 04** Revenue continues to grow but profitability does not.
- 05** Leaders lack clarity on which priorities, initiatives and investments deserve attention first, causing everything to feel urgent and making it difficult to distinguish priorities from distractions.
- 06** Execution is inconsistent. Work is frequently incomplete, delayed or fails to meet expectations despite repeated communication.
- 07** The organization has become overly dependent on one or a few leaders for approvals or to solve every significant problem.

So What?

These are only seven indicators that an organization may be losing traction. Like the gears in a machine beginning to slip the warning signs often appear gradually before a major breakdown occurs. Left unaddressed, organizational performance, culture and momentum begin to deteriorate.

The challenge is that symptoms are rarely the root cause. While it may seem obvious to simply "get everyone aligned with the vision," the real issues often lie beneath the surface in leadership, strategy, organizational design, systems, communication, decision-making, culture or execution.

Sustainable organizational traction is restored not by treating symptoms but by identifying and addressing the underlying causes. Organizations are interconnected systems. As a result simple solutions rarely solve complex organizational problems.

Every organization experiences these symptoms from time to time.

The real question is whether you recognize them early enough to identify the underlying causes and restore organizational traction before performance begins to suffer.

What's Next?

Restoring organizational traction requires more than working harder. It requires understanding how leadership, strategy, culture, systems, people and execution work together as an integrated performing system. Sustainable organizational change begins by identifying and addressing the root causes not simply treating the symptoms.



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