Intentional Edge - Scale Resilience Checklist

For Scaling Tech Companies That Want to Grow Without Breaking

By Intentional Edge
Helping leadership teams unlock performance, innovation, and sustainable growth.

Section 1: Leadership Capacity

Are your leaders equipped to scale beyond the founder or a few "go-to" people?

☐ Decisions aren't constantly bottlenecked at the founder or executive level.
☐ Leaders have clear decision-making authority and trust from the top.
☐ Leadership meetings are strategic - not reactive problem-solving sessions.
☐ Mid-level managers are being developed to lead, not just execute.
☐ You have a defined process for coaching and leadership growth.

✅ **If you checked 4 or more:** You have scalable leadership foundations.
⚠️ **If not:** You're likely growing through heroics - not systems.

SECTION 2: Culture of Innovation

Can your teams generate ideas, not just execute tasks?

☐ Teams regularly contribute ideas that lead to new features, efficiencies, or solutions.
☐ Failure is treated as data, not disaster.
☐ Innovation isn't dependent on one or two visionary leaders.
☐ You have structures (e.g., innovation labs, retros, sprint reviews) that drive experimentation.
☐ Teams can pivot and adapt quickly when market conditions change.

✅ **If you checked 4+ boxes:** Your innovation culture fuels adaptability.
⚠️ **If fewer:** You're likely missing internal innovation momentum - a key scaling engine.

SECTION 3: Operational Systems

Do your systems enable growth, or add friction as you scale?

☐ Core processes (OKRs, performance reviews, onboarding) are documented and repeatable.
☐ Teams understand priorities - no constant reprioritization chaos.
☐ There's visibility into progress across departments (no siloed data).
☐ You use simple tools that support, not slow down, execution.
☐ You can identify performance gaps within a week - not a quarter.

✅ **If 4+ boxes checked:** You're operationally prepared for scale.
⚠️ **If fewer:** System gaps may be eroding performance under the surface.

SECTION 4: Team Engagement & Retention

Are your people energized, empowered, and staying for the right reasons?

☐ You've retained your top performers for 2+ years.
☐ Team members know how their work drives growth and customer impact.
☐ Recognition and feedback are built into your management rhythm.
☐ Burnout risk is actively monitored (and addressed).
☐ Your culture is a hiring advantage in your market.

✅ **If 4+ boxes checked:** You're building a culture that scales.
⚠️ **If fewer:** You may be over-relying on compensation or charisma instead of culture.

SECTION 5: Growth Confidence

Do you have confidence your company can sustain its next stage of growth?

☐ Revenue is diversified - not dependent on one hero or big client.
☐ The leadership team spends 70%+ of time on strategy, not firefighting.
☐ You can handle 2x headcount or client load without chaos.
☐ You have clear success metrics beyond revenue (team health, innovation rate, retention).
☐ You're not just hitting targets - you understand *why* you're hitting them.

✅ **If 4+ boxes checked:** You're growth-ready.
⚠️ **If fewer:** You may be scaling faster than your systems and people can handle.

Next Step: Find Your Edge

If your checklist shows gaps in leadership, culture, or systems - you're not alone. 65% of scaling tech companies stall due to internal, not external, limits.

Intentional Edge helps you:

- Build innovation-ready cultures
- Develop leadership depth
- Design systems that scale sustainably

👉 **Book a Growth Readiness Call** to pinpoint your next biggest growth unlock.
→ Or get in touch to obtain our free **Culture & Performance Diagnostic** to see where you stand.