

Culture Questions for VP of Sales in large, global corporation with thousands of employees, or Executive VP of business unit which includes sales, marketing, support, product divisions, etc.

1. What are your core competencies as an organization?
2. What are your organization's Strengths, Weaknesses, Opportunities, Threats?
3. What is your internal culture?
4. How do your teams make decisions?
5. How is change managed in your organization?
6. What is your personal development practice for individuals? (Evaluations, development plans, how monitored, accountability, etc)
7. How are people rewarded, incented and promoted?
8. Describe any mentor programs in the company.
9. Describe if and how coaching is done within the company.
10. How do you identify and develop top leaders in the company?
11. What is your succession plan for your top sales executives, directors, managers?
12. Which relationships are critical links for your sales organization? (which internal and external : customer, partner, alliance partners, support, marketing, product line management, service,etc?)
13. How have you utilized 360 assessments in your organization?