

Founder Visibility Review Template

A practical review for founder-led SMEs.

1. Where does performance still depend on me as the founder?
2. What do my managers think I expect of them?
3. What do I actually expect? (write it in outcomes, not activity)
4. What should each manager follow up on weekly?
5. What small set of signals do I need to see each month?

Manager follow-up prompts:

- What moved as expected this week?
- What is starting to drift?
- What needs a decision or help from me?

Talentos - Performance clarity, made practical.