



Structural Due Diligence Checklist™

Evaluating Organizational Architecture for Scalable Value Creation

Instructions:

Use this checklist during pre-deal diligence or 100-day planning to assess structural execution risk before it impacts value realization.

Behind every investment thesis sits an organizational reality.

This checklist highlights five structural risk signals investors should surface before capital deploys — helping uncover hidden execution constraints that traditional diligence often misses.

Because organizational structure determines speed.

And speed determines return.

If you'd like to explore a deeper organizational structure risk assessment or integrate the **Vantyx Structural Risk Index™** into your due diligence process, contact **Vantyx Partners** 📧 [Calendly](#) before moving forward.

Early clarity accelerates confident capital deployment.

1. Decision Flow Friction

If decision rights are unclear pre-close, they multiply post-close.

- *Founder remains the informal decision hub*
- *Executive roles overlap with unclear authority*
- *Major initiatives stall awaiting alignment*
- *Revenue growth outpaces governance maturity*

Decision velocity is a leading indicator of integration speed and EBITDA realization.

2. Leadership Capacity Gaps

A strong executive team for a \$20M company may not be equipped for \$75M+ complexity.

- *Leaders operating tactically vs strategically*
- *Lack of succession depth*
- *Over-reliance on key individuals*
- *Capability misalignment to growth phase*

Scaling amplifies leadership constraints.

3. Spans, Layers & Accountability Breakdown

Organizational design directly impacts cost structure and execution clarity.

- *Excessive managerial layers without decision authority*
- *Wide spans with weak performance oversight*
- *Misaligned reporting relationships*
- *Accountability diffused across functions*

Structure drives performance discipline — or erodes it.

4. Governance & Operating Cadence Immaturity

Board governance and executive cadence must evolve with capital structure.

- *Quality of board reporting*
- *KPI clarity tied to value drivers*
- *Executive meeting effectiveness*
- *Post-acquisition integration planning rigor*

Governance gaps become integration drag.

5. Cultural Signals That Undermine Execution

Culture isn't perks. It's behavior under pressure.

- *Conflict avoidance in leadership*
- *Blame shifting during underperformance*
- *Information hoarding*
- *Resistance to operating discipline*

These behaviors surface quickly after deal close.