

LEADERSHIP READINESS ASSESSMENT

1 Rarely 2 Sometimes 3 Usually 4 Always

A

Aim or Purpose:

I am clear about the purpose of the change, stated in outcomes to which employees can relate and focuses on the customer. Well developed purpose creates meaningful work that challenges, inspires and is measurable.

C

Collaborate:

I demonstrate collaboration with my leadership team. I promote and model the idea that employees across the organization work together to drive measurable outcomes, and make everyone's work visible.outcomes.

T

Teach and Coach:

I become a coach, helping direct reports, and the entire organization drive to results I build capacity to enable self management, reward collaboration., and provide timely and consistent feedback.

I

Influence:

I advocate purpose across the organization. I give up traditional command and control in favor of a more influential and facilitative approach,and ask questions and tell stories to drive clarity in team dialog.

V

Virtuous:

I lead with humility to foster more openness, more willingness to trust and effectively challenge each other. I have and require complete transparency and integrity.

E

Enroll:

I enroll employees to clarify intent and impact. I inform, delegate, coach, simplify, and provide context and tools for decision making. I match skills to roles and encourage diversity of background, thinking and expertise.

Evaluation

20-24 You are already successful leading or ready to lead a significant transformation.

15-19 You are likely to have challenges facing you leading a significant transformation.

Below 15 I highly recommend you obtain help today to drive your next transformation.

Total

Please call Steve for a free consultation on how to propel your leadership to drive greater value from your next transformation.