

Leadership Readiness Tool

Determine your organization's readiness to implement a leadership development initiative. Rate each statement below as:

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Somewhat agree
- 4 = Agree
- 5 = Strongly agree

1. ____ Our Company has the leadership skills to meet future growth needs.
2. ____ Talent development is a strategy as opposed to being a "project."
3. ____ We've never had to compromise leadership quality to fill positions.
4. ____ Our managers accept the important role they have in developing future leaders.
5. ____ We can measure our leadership development efforts and tie them to the bottom line.
6. ____ We can articulate best practices for developing leaders in our company.
7. ____ We have identified leaders for the future.
8. ____ We know what it takes to retain our future leaders.
9. ____ Employee growth and development is valued in our business.
10. ____ The organization is committed to lifelong learning.
11. ____ Leadership development is aligned with our vision, mission, and goals.
12. ____ Productive and effective leaders are highly valued.
13. ____ Our executives believe they were adequately prepared when they accepted their positions.
14. ____ Standards for reaching a leadership position are clear to employees.
15. ____ Improving our bench strength is one of the top three priorities in our company.
16. ____ We've established a common set of leadership values and standards that are infused into hiring, succession planning, and performance management processes.
17. ____ We use a multi-level development approach to equip employees to become leaders.
18. ____ Senior leadership appreciates the lengthy and intentional support required at each step toward becoming a leader.

Organizational Score:

- 1, 7, 11 _____ **Future Focused:** Learning organizations ensure leadership development Initiatives are strategically driven and see business strategies as inseparable from leadership development.
- 2, 4, 13 _____ **Leadership Responsibility:** Fully engaged senior managers recognize leadership gaps as an obstacle to the execution of strategy.
- 3, 12, 15 _____ **Leadership Quality:** A culture of learning recognizes the importance of having a pipeline of experienced, high-quality leaders to fill positions; hiring from the outside is not *always* the answer.
- 5, 8, 14 _____ **Results Oriented:** Standards and measurement are important. Clear goals are established, tracked, measured, and evaluated.
- 6, 9, 10 _____ **Value Learning and Development:** Learning and development is valued for all employees, not just leaders.
- 16, 17, 18 _____ **Long-term, Aligned Systemic Approach:** Leadership development is aligned with the other aspects of the organization and takes a systemic approach.

At least 9 points in each category? Congratulations! Note lower scores in certain categories as opportunities to lay groundwork and create awareness in that area.

Identify questions totaling less than 3 as specific elements to address prior to exploring a leadership development initiative. Facilitate a discussion with your leadership team about what the results reveal about your organization.