

Best-Practices for Developing World Class Leaders Who Get Results

Introduction

Listed below are elements of 'best in class' leadership development practices that produce proven results. Use this assessment to identify the areas where your organization is strong and areas you might want to consider improving.

Scale:

Strong = We do this very well and/or it's always incorporated into our Leadership Development.

Average = We do this but not sure it's consistently done or the quality might be improved.

Weak = We don't do this at all or we have inconsistently attempted to incorporate this.

	Strong	Average	Weak
1. Mentors/coaches are assigned to guide learners & allow reflection	_____	_____	_____
2. Leadership competencies are well-defined & aligned to our organization's strategy	_____	_____	_____
3. We use a 'blend' of learning strategies designed to provide the right experiences or insights	_____	_____	_____
4. We have development programs for multiple levels	_____	_____	_____
5. Leadership development practices and learning activities are aligned with business strategy	_____	_____	_____
6. Senior leadership is actively engaged in developing other leaders	_____	_____	_____
7. Our program is designed to be 'feedback intensive' e.g. 360-degree feedback, assessments for development, guided simulations, pre & post-assignment evaluations, strategic coaching feedback at regular intervals	_____	_____	_____
8. Real-world application is stressed, supported, and reflected-upon	_____	_____	_____
9. Action learning assignments or team projects are used as the 'learning laboratory'	_____	_____	_____
10. "Classroom" learning is provided over a period of time in shorter modules (4-6 hrs max.) with time between learning sessions to apply skills	_____	_____	_____
11. Our curriculum is customized to be relevant and timely for the learner	_____	_____	_____
12. Learners have a Personal Development Plan that is up-to-date	_____	_____	_____
13. Our development program measures growth & development of each learner	_____	_____	_____
14. Our program(s) incorporate a 'social' aspect for learning e.g. cohort group, accountability partners, group coaching/feedback	_____	_____	_____
15. Our Leadership vision/mission is well defined and our program's effectiveness is measured against it	_____	_____	_____