

The Leadership Development Checklist

Is Your Team Ready for Growth?

☐

Do You Have a Budget for Leadership Development?

If you don't have a dedicated line item in your budget for leadership development, you're not ready to take leadership development seriously.

☐

Are Your Leaders Motivated to Lead?

Leadership isn't just another title. If someone doesn't genuinely want to lead, you're wasting time and money developing them in a role where they won't be happy.

☐

Are the Right People in the Right Seats?

If you have the wrong person in the wrong seat, then sticking them in some coaching program is not going to be the solution.

☐

Are Your Leaders Willing to Grow?

Leadership development only works if the people involved want to get better. You'd be surprised how many leaders walk into training thinking they have it all figured out.

☐

Does Your Organization Have Time for Development?

If your company is in the middle of a major restructuring or already stretched thin, now might not be the best time.

☐

Do Your Senior Leaders Support Development?

If leadership development is only happening at lower levels while senior leaders ignore it, don't expect it to work. Leadership culture starts at the top.

☐

Does Your Company Offer a Safe Place for Leaders to Learn, Try, and Fail?

Leadership development only works if leaders can apply what they've learned without fear of failure. If your organization punishes mistakes or expects perfection from new leaders, leadership development won't work.