



**LEADERSHIP SA**  
strategy leadership change human capital effectiveness

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### **Growing Leaders:**

The ability and willingness to grow great leaders is one of the factors that make great organisations great.

For a free self assessment of your organisations leadership development practices, complete this simple questionnaire

For best results get your Executive team and a small sample of managers and staff to complete it and see what the different perceptions are telling you.

## Growing Leaders:

Low – we don't do this

Medium – we do this

Hi – this provides a competitive advantage

Exceptional – global thought leader

	Low	Med	Hi	Except
We have a clearly identified pipeline of future leaders at all levels in the organisation				
We have rigorous processes to effectively identify leadership potential based on a leadership framework				
The assessment and reward of a leaders performance includes their leadership effectiveness				
All employees understand what "leadership" means in the organisation				
Future leaders are prepared for future leadership roles before appointment				
Leaders are skilled and willing to develop their talent through coaching, mentoring etc				
The organisation actively builds connectivity to facilitate self directed learning				
The organisation makes extensive use of action learning to facilitate application of learning				
There is a clear framework of formal learning programmes to build future leaders				
Leadership development is an integral part of delivering the business strategy				
Executives fully "own" and are committed to leadership development in the company				
Leaders are exposed to a variety of stretch learning experiences as a result of appointments to positions in different functions / divisions in the organisation				
Projects are used to stretch leaders and provide experiences outside of their normal function				



When leaders have been on formal learning programmes they are encouraged to apply what they have learnt				
Leaders are encouraged to remain at the cutting edge of their profession and trends in the business environment in which they operate				
Senior leaders learn to think strategically and solve systemic problems				
Sustainability is an important factor in leadership development				
Innovative thinking is an important component of leadership development				
Leaders are constantly challenged to move out of their “comfort zone”				

Leadership development is considered central to executing strategy and organisational sustainability.

If you are not satisfied with your scores or you would like to become a global thought leader contact Terry Meyer at: [terry@leadershipsa.com](mailto:terry@leadershipsa.com)