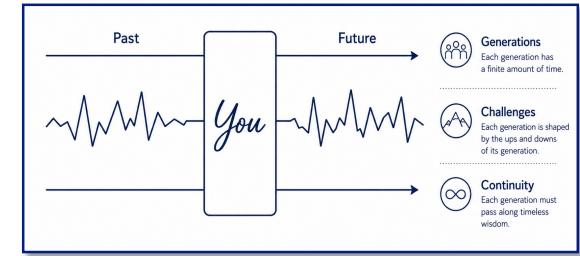


# Generational Leadership Scorecard

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

Most leaders learn to manage well, think strategically, and execute the plan. But your tenure will eventually end, almost always too soon. Waiting until you see the end is already too late. Use this scorecard to see whether your leadership is building short-term performance dependent on you, or resilience, wisdom, and continuity that can outlast you.



|                    | Reactive Survivor                             |   |   | Good Manager                               |   |   | Gifted Strategist                                 |   |   | Decade Builder                            |    |    | Generational Leader                           |    |    | Where I am now (1-15) | Where I want to be (1-15) |
|--------------------|---|---|---|--|---|---|---|---|---|---|----|----|---|----|----|-----------------------|---------------------------|
| Impact Horizon     | 1 quarter                                     |   |   | 1 year                                     |   |   | 3-5 years   |   |   | 10 years                                  |    |    | Generations                                   |    |    |                       |                           |
| 15-point Scale     | 1   | 2 | 3 | 4  | 5 | 6 | 7   | 8 | 9 | 10  | 11 | 12 | 13  | 14 | 15 |                       |                           |
| Crisis Response    | I react after damage occurs.                  |   |   | I respond as pressure becomes unavoidable. |   |   | I prepare for predictable disruptions.            |   |   | I build resilience before crisis arrives. |    |    | I evolve without losing my core values.       |    |    |                       |                           |
| Internal Clock     | I optimize for the next quarter.              |   |   | I execute well to the plan.                |   |   | I balance today with the three-year vision.       |   |   | I invest beyond my tenure.                |    |    | I steward for future generations.             |    |    |                       |                           |
| Ecosystem Thinking | I treat relationships transactionally         |   |   | I over emphasize cost effectiveness.       |   |   | I maintain responsible stakeholder relationships. |   |   | I invest in long-term stakeholder trust.  |    |    | I build ecosystems that strengthen endurance. |    |    |                       |                           |
| Self-Knowing       | I rarely examine my leadership beliefs.       |   |   | I reflect after problems surface.          |   |   | I understand my strengths and weaknesses.         |   |   | I seek feedback on my limits.             |    |    | I lead from self-knowledge and humility.      |    |    |                       |                           |
| Daily Succession   | I protect my worth by holding back knowledge. |   |   | I transfer knowledge when asked.           |   |   | I document key knowledge and processes.           |   |   | I teach judgment, standards, and values.  |    |    | I embody succession as a daily behaviour.     |    |    |                       |                           |
| Leaderless Test    | I value the company's dependence on me.       |   |   | I hold key decisions to ensure results.    |   |   | I create systems, but leadership risks exist.     |   |   | I build leaders, systems, and governance. |    |    | I make myself redundant on purpose.           |    |    |                       |                           |

My commitment: \_\_\_\_\_ By When: \_\_\_\_\_