



Leadership Development Assessment

3-STEPS FOR EXECUTIVES TO ASSESS THE NEED FOR
DEVELOPING MID-LEVEL AND FRONTLINE LEADERS



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As an executive or senior leader you have your eyes on a lot of things at once. These questions are designed to help you quickly focus on the need for leadership development targeted at the mid-level and frontline roles in your organization.

I believe there is no stronger advantage than to have leaders at every level showing up empowered to engage the workforce - especially in times of conflict or change.

And when you do it you move your organization into an elite group. You see, 8 out of 10 organizations believe this is absolutely essential. Yet only 5% actually follow through and take action.

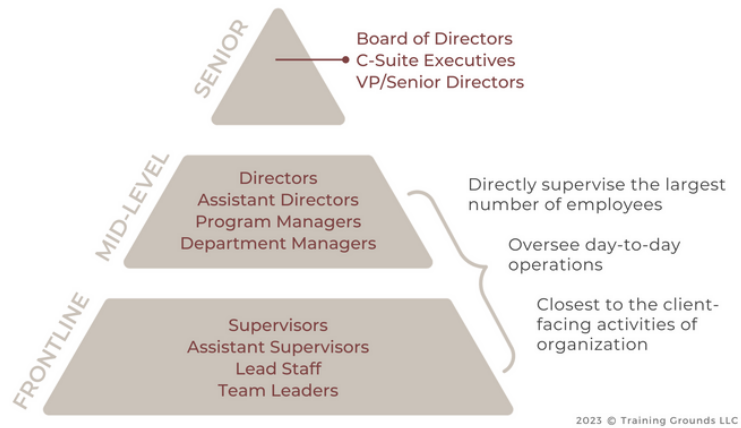
As you engage in reflection and assessment through these questions, celebrate your past achievements and envision what could be ahead as you invest in accelerating your mission.

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Step 1: Identify the Mid-Level & Frontline Leaders in Your Organization



1. List the individuals or roles that fit this category. How many are there? What prior leadership development have they had?

[Remember to consider positions on the org chart as well as those who may be perceived as functioning in a leadership role.]

Step 2: Assess Your Organizational Readiness

Use the following questions to reflect on and assess the readiness of your organization to engage in leadership development activities. Don't fall into the trap of waiting until every condition is perfect to take action. Often stronger leaders are needed as an infrastructure investment to guide other changes or initiatives.

2. What leadership knowledge and/or skills do you wish your mid-level and frontline leaders were bringing more of to their day-to-day role?

3. Have your mid-level and frontline leaders asked for leadership development, either directly or as evidenced by early stages of struggle?

4. How critical is it for your organization to develop the leadership "bench" for pending transitions (e.g., expand diversity and equity, prepare for transitions, enlarge leadership team skill set)?

5. If you were to provide your mid-level and frontline leaders with a development opportunity, how important would it be to provide senior level leaders with the same or similar opportunity (e.g., Have they had prior training? Would it help them in supervising others)?

6. What costs (fiscal or otherwise) might you encounter by delaying this initiative?

7. How committed are you to implementing leadership development at every level (e.g., allocation of time and budget, willingness to take action)?

Step 3: Make a Decision

8. How does all of this inform how you want to move forward?

If you're ready for action and want to have a discussion on how the TRAUMA-INFORMED LEADERSHIP CERTIFICATE PROGRAM may fit for your organization then let's connect. In a confidential conversation we can discuss your survey reflections, explain the program elements, or anything else on your mind.

Watch the online demo and book a call at www.training-grounds.net or drop me a line at:

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