

Leadership – A Competitive Advantage

Knowing healthy leadership translates into better, healthier results, please consider the following questions about your leadership and your relationship with your team.

Rank from 1 through 5, where 5 is strongly agree, 4 agree, 3 neutral, 2 disagree and 1 is strongly disagree.

If you are the most senior leader in your organization, consider how your direct reports would answer the question from their first-hand experience of working with you.

1. Each of my direct reports has a bias for achieving results. Rank: _____
2. My direct reports would say I gain more satisfaction from the success of the team and organization than from personal achievements. Rank: _____
3. My direct reports have a clear understanding of their role and the key functions they are responsible for. Rank: _____
4. I regularly reinforce that each of my direct reports are important to the success of our organization and that I appreciate each of them. Rank: _____
5. Our leadership team focuses the vast majority of our time and energy on the top priorities of our organization. Rank: _____
6. I have the tools to regularly identify and measure the effectiveness and results of my leadership and my team. Rank: _____
7. Serving my direct reports and solving problems (or unlocking opportunities) in support of our customers is always a top priority. Rank: _____
8. Each of my direct reports have a clear understanding of why our organization exists and our values, or how we should behave. Rank: _____
9. Each of my direct reports knows exactly what we do as an organization, how we're unique in the market and who we compete against. Rank: _____
10. My direct reports are inspired by the long-term vision and mission of the organization, or our purpose and focus. Rank: _____

11. Our leadership meetings are productive, held regularly, and have a consistent flow. Each leader is expected to contribute as we identify, discuss and solve key issues.
Rank: _____
12. My direct reports have regularly scheduled 1on1's and quarterly performance reviews with me.
Rank: _____
13. Our values are alive in each of our regular meetings, and our behaviors are measured against our values in performance reviews.
Rank: _____
14. We embrace continuous improvement and are constantly seeking out and are open to ideas that will help us better serve our customers, employees and stakeholders.
Rank: _____
15. In the last 90 days, I've helped each of my direct reports improve with coaching and/or feedback.
Rank: _____
16. In the last 90 days, I've had at least one difficult conversation with each of my direct reports.
Rank: _____
17. Quarterly priorities are in place for myself and each of my direct reports, and each are aligned with the larger organization goals.
Rank: _____
18. My direct reports are aware of my strengths and weaknesses, I'm aware of theirs, and we've used these to become a more effective team.
Rank: _____
19. We have systems and processes (simplified and documented) for how we serve our customers and how we deliver our products/services. These are followed by all.
Rank: _____
20. Knowing our intent is learn and grow together, my direct reports would provide honest feedback on my leadership strengths and gaps if they were asked to complete this review.
Rank: _____

Leadership Ranking

Total number of each ranking:
x 1 x 2 x 3 x 4 x 5

Multiple by the number above:

Add all five numbers to determine the percentage score that represents the current state of your leadership effectiveness.

%

Is your leadership a competitive ADVANTAGE to your team and organization?

For those seeking better, healthier results, please consider these next steps:

- 1) Identify and affirm your strengths (all questions graded with a 4 or 5)
- 2) Identify your top priorities for growth and improvement
- 3) Build and execute on a related solution
- 4) For direct support, please contact us. Our answer will be YES!

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Given our track record of improving profitability and leader satisfaction at the same time, please consider us a passionate resource to your growth - we'd be honored!

To learn more the success stories our clients have written with us, please visit:

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