

How Effective are Your Leadership Development Programs?

Review each of the following questions and rate your leadership development initiatives.

Using the following 5-point scale:

To support ratings of 4 and 5, provide a brief statement justifying your response.

1 = No Programs	2 = Old Programs	3 = New Programs Being Considered	4 = New Programs in Development	5 = Excellent Programs in Place				
1. Our leadership development initiatives are preparing leaders to work in an ever-changing environment. Justify ratings that are 4 or 5				1	2	3	4	5
2. We are preparing our leaders to work in a complex, technology and digitally driven environment. Justify ratings that are 4 or 5				1	2	3	4	5
3. Our leadership development programs are designed on the learners needs and preferences. Justify ratings that are 4 or 5				1	2	3	4	5
4. Our leadership development programs prepare leaders to work with all age groups, level of diversity and inclusion. Justify ratings that are 4 or 5				1	2	3	4	5
5. Our leadership development initiatives prepare the leader for advancement in the organization and we have ready now employes to move into vacant positions. Justify ratings that are 4 or 5				1	2	3	4	5
6. Our leadership development programs focus on technical skills and managerial skills. Justify ratings that are 4 or 5				1	2	3	4	5
7. Our leadership development programs have a measurement criterion to determine the success of the program based on the objectives and deliverables. Justify ratings that are 4 or 5				1	2	3	4	5
8. Our leadership development programs are designed to challenge the leader's mental model they use to make daily decisions. Justify ratings that are 4 or 5				1	2	3	4	5

9. Our leadership development programs focus on horizontal development and vertical development. Justify ratings that are 4 or 5	1	2	3	4	5
10. Our leadership development programs provide the soft skills needed for employee retention. Justify ratings that are 4 or 5	1	2	3	4	5
Total Score for Each Column					

Scoring for Survey

If you scored 10 to 16, you may need to redesign your leadership development programs

If you scored 17 to 33, you are seeing the need to make some changes to your leadership development programs and need to make it a priority

If you scored 34 to 50, you are ahead of the game compared to most organizations and you need to be commended