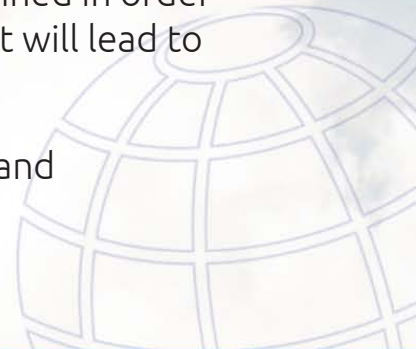


Provocative Questions

for Developing Leadership Mastery

This is a template for helping leaders to assess their level of leadership mastery. One of the greatest gifts that you can give to your leadership team is to help them achieve leadership mastery both in their professional and personal lives.

1. Is leadership growth important to you? Why?
2. Do you have a clearly defined, systemic leadership mastery system in place?
3. Do you have a measurement system in place to assess the level of development of every member of your leadership team?
4. Have you established the best leadership mastery lead and lag measures? In other words, have you clearly defined the goals that must be attained in order to achieve leadership mastery and the specific key behaviors that will lead to accomplishing those goals?
5. Can each of your leaders specifically identify his or her strengths and weaknesses?



6. Is each leader in your organization on a prescribed, behaviorally-based, performance growth path that will equip them to close all of their leadership gaps?
7. Can your leaders specifically identify how they have grown from last year to this year? Can your leaders tell you specifically what weaknesses they have corrected during the last year?
8. Do you have a feedback system in place so that your leaders are held accountable for poor leadership behavior?
9. Have you established a commendation program that recognizes, reinforces, celebrates, and rewards leadership mastery behavior?
10. Do you, once a quarter, meet as a leadership team to openly discuss how and why your leadership team is growing toward leadership mastery? Do you discuss how you can encourage and support one another on your individual paths toward leadership mastery?

