

Four Steps to Leveraging Your Organization's Leadership Talent

1	Plan:	<ul style="list-style-type: none"> ▶ Assess the organization's leadership needs ▶ Define the leadership opportunity ▶ Set clear, measurable organizational objectives ▶ Identify/assess the needs of the target population
	Result:	<i>A clear leadership development project statement formulated; measurable objectives determined; target population identified; target population's needs assessed</i>
2	Do:	<ul style="list-style-type: none"> ▶ Set clear, measurable program objectives ▶ Select appropriate leadership development experiences ▶ Secure stakeholder alignment ▶ Initiate implementation
	Result:	<i>Focused, needs-specific leadership development program selected, committed to and undertaken</i>
3	Review:	<ul style="list-style-type: none"> ▶ Monitor ongoing program results ▶ Refine/recalibrate leadership development program, as required ▶ Evaluate ROI ▶ Capture "lessons learned"
	Result:	<i>Leadership development program results verified; organizational learning enhanced</i>
4	Reappraise:	<ul style="list-style-type: none"> ▶ Conduct situation appraisal on current and emerging leadership gaps/opportunities ▶ Develop objectives for next steps ▶ Explore program alternatives ▶ Develop next steps/action plan
	Result:	<i>"Next generation" leadership development programs proposed</i>