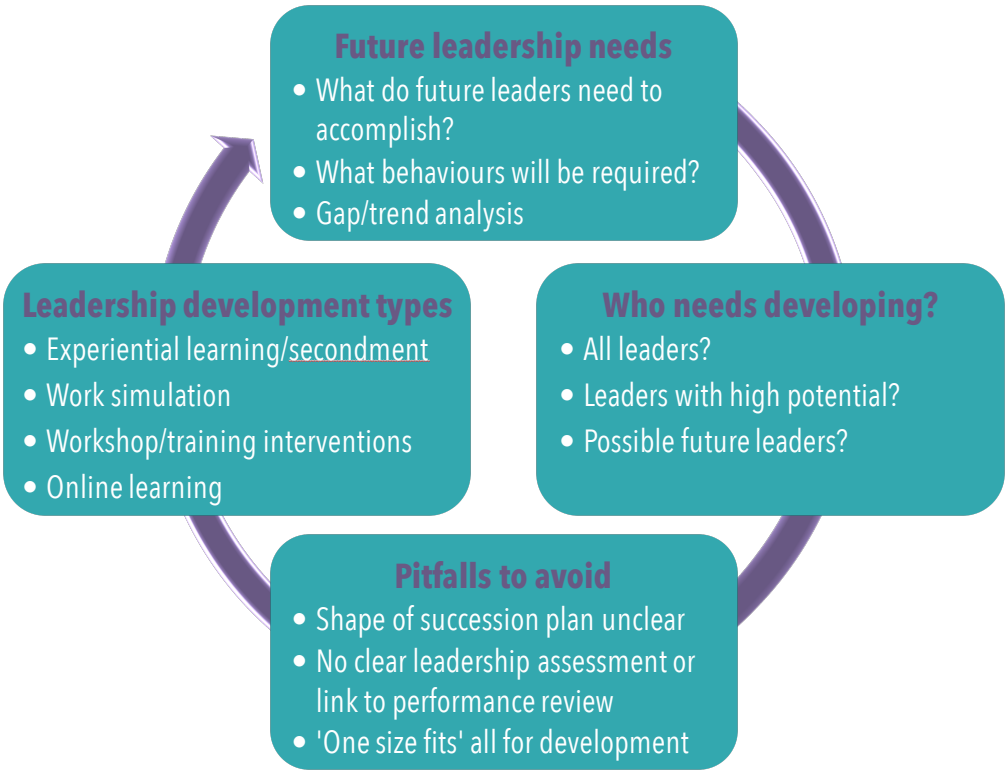
Resource Hub – Shaping leadership development

There are so many different ways to go about developing leaders, so where do you start?



The benefits of a sound leadership development programme

- Facilitates a chain of successors, thereby safeguarding the organisations future
- Makes leaders feel more connected to the organisation
- Helps with sharing of good ideas across areas

There are a number of key considerations, starting with developing clear vision and goals around the values and leadership behaviours to be encouraged, rewarded and recognised. It is critical that leaders (or those with potential to be leaders) understand where they are now, how they might go about changing and that there is value in them sustaining behavioural change in the long run. Ensuring leaders have energy and ambition to develop is pretty much a pre-requisite for a successful leadership development programme. Future leaders need to be developed whether there are vacancies or not, so this is not one to put on the back-burner!

Summary of important leadership development questions

What do we need leadership for? What leadership behaviours will be required in future?
What are the paths for career progression and how can individuals progress to and within leadership roles?
How can we rigorously assess leadership at different levels to ensure we can identify those with highest potential?
How can we ensure leaders engage, develop, retain and bring on successors, as well as focusing on performance?
Who are our senior sponsors for leadership development – those who will help to ensure a strategic, joined up and multi-faceted programme?

Need help on this? Please do get in touch

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