

June, 2006

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***"I am not ashamed to confess  
I am ignorant of what I do not know."***

**- Cicero**

## ACHIEVING LEADERSHIP EXCELLENCE

### 21st Century Best Practices

This instrument is grounded in the Centre's Systems Thinking Approach™ to Leadership Excellence. The key to Achieving Leadership Excellence is to have a Leadership "System," not just a series of programs. This system, when properly installed, is your #1 organization-wide core competency—your leadership skills for your collective leadership.

#### Instructions:

Does your organization's "Leadership Development System" include the following:

**No = 1, Partially = 2, Yes = 3**

#### I. Strategic Linkages:

1. \_\_\_ Is your system tied to the organization's **future direction**?
2. \_\_\_ Is your system tied to a clear statement of **values and beliefs**?
3. \_\_\_ Is your system tied to **workforce planning**?
4. \_\_\_ Is your system tied to **succession planning**?  
(top-down first, CEOs job, all management and other key jobs)
5. \_\_\_ Is your system tied to promotions **at all levels**?
6. \_\_\_ Are promotions, at all levels, tied to your **performance management** (appraisal) program?
7. \_\_\_ Is your system tied to management **hiring and orientation**?
8. \_\_\_ Is there an **employee development board**, comprised of senior management (including CEO), to guide the entire Leadership Development System (with HR support)?

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**to print the full 40 Questions of the Proven Best Practices of our  
ACHIEVING LEADERSHIP EXCELLENCE Self-Assessment**

## GLOBAL PARTNER OF THE MONTH

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