

Leadership Mirror

1. Vision & Direction

- How often do I clarify the vision for my business area?
- Which 3 key priorities have I clearly identified?
- How well can my staff describe my vision and priorities?
- How well does my boss understand me and what I need?

2. Managing Effectively

- How am I spending my time?
- How well does my time usage match my priorities?
- How are my DRs spending their time?
- How well does this match our business priorities?
- To what extent am I delegating?
- How much of a decision bottleneck am I?

3. Communication

- How open are my upward communication channels?
- How often do I give people timely and effective feedback that they can act upon?
- Which 3 DRs will tell me what I might not want to hear, but need to hear?
- How much do I share with my peers?

4. Performing Under Pressure

- How well aligned are we with the key success factors of the business?
- How would it be different if I re-designed from scratch?
- Have I tasked anyone to look at this?
- What scenarios are there for the future?
- How prepared are we for what the future might hold?

5. Succession Planning

- Who are my successors?
- How well am I coaching and preparing them?
- How can I improve their judgement and experience?
- What challenging assignments have I given to them?
- What else do I need to develop myself?

6. Changing Alignment

- How do I behave under pressure?
- What creates pressure for me?
- What signals do I send to my DRs?
- How helpful are my signals?
- How can pressure be alleviated / avoided?