

## Goals and Achievements Ltd Organisational Leadership Diagnostic

This diagnostic is designed to give you a snapshot into the relative strengths and improvement opportunities in leadership within your organisation. To gain maximum benefit we strongly encourage you to have the diagnostic completed by those in leadership roles and those not currently in leadership roles

The key for responses is as follows: **SA**: Strongly Agree; **A**: Agree; **D**: Disagree; **SD**: Strongly Disagree

<b>Statement</b>	<b>SA</b>	<b>A</b>	<b>D</b>	<b>SD</b>
We have clarity about what we want to achieve long term				
We have the buy-in and support of the majority of our people to the long term direction of the organisation				
We have a clear plan of action to achieve what we want long term				
We have clear organisational values				
We have identified the critical success factors to achieving our longer term aims				
We have identified the key barriers and obstacles to achieving our longer term aims				
We have developed a handling strategy to address the key barriers and obstacles to achieving long term success				
All of our senior leaders are committed to working together to achieve long term success				
We have the right balance of skills, knowledge and experience on the top leadership team				
We respect each others professional expertise				
We listen to each others views				

<b>Statement</b>	<b>SA</b>	<b>A</b>	<b>D</b>	<b>SD</b>
We take decisions even when it is difficult				
We empower others to make things happen				
We hold people to account				
We resolve problems				
We actively mentor and coach less experienced managers				
We encourage people to innovate				
We allow people to try, fail and learn				
We are honest with our people				
We listen to our employees ideas				
We act on employees ideas				
We acknowledge that we don't have all the answers				
We allow our managers to manage				
We get the balance right between supporting and interfering				
We listen to the needs of our customers, clients or service users				
We act on the feedback we receive from our customers, clients or service users				
We anticipate the needs of our customers, clients or service users				
We take responsibility for results whether positive or negative				
We act as role models for the rest of the organisation				
We show trust in others				

<b>Statement</b>	<b>SA</b>	<b>A</b>	<b>D</b>	<b>SD</b>
We act with integrity				
Our leadership practices would stand the test of public scrutiny				
We are aware of the need and actively invest in continuing to develop our leadership team				

**The 3 biggest strengths of our organisational leadership are**

**The 3 biggest weaknesses of our organisational leadership are**

**The specific actions we will take from this assessment are**

## **About Goals and Achievements**

Goals and Achievements helps large and growing organisations to improve their leadership in order to consistently deliver great performance. To arrange a no obligation consultation to discuss your needs please contact us.

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