

LEADERSHIP

“Leadership capacity: the ability to create and sustain a vision to inspire, to model, to prioritize to make decisions, to provide direction, and to innovate - all in an effort to achieve an organization’s mission.”

- Peter York

Please circle YES or NO for each question.

Preparing for Organizational Change		
Does the leadership development plan outline the leader’s goals, activities and identify timelines for goal/activity achievement?	YES	NO
Does the organization have a succession plan for its senior leader?	YES	NO
Does the succession plan have clearly outlined goals?	YES	NO
Does the succession plan have clearly outlined activities?	YES	NO
Does the succession plan have clearly outlined timelines for goal/activity achievement?	YES	NO
Does the succession plan identify leadership characteristics for each leadership level?	YES	NO
Does the succession plan identify one or more internal candidates for each leadership position (including Board Chair)?	YES	NO
Has an internal candidate been identified within the emergency succession plan?	YES	NO
Has the organization identified a formal quality improvement process, which may include a quality improvement committee, a quality improvement review process (i.e. once a year at staff retreat), the writing of a quality improvement report with recommendations, etc?	YES	NO
Is the organization following a quality improvement process annually?	YES	NO
Did the organization implement the quality improvement activities outlined in their annual outcome report?	YES	NO
Does the organization utilize evaluation data to improve their initiative* design?	YES	NO
Fostering Leaders		
Are any of the organization’s leaders currently receiving coaching?	YES	NO
Does the whistle-blower policy provide employees multiple avenues to report concerns?	YES	NO
Is the whistle-blower policy explicit that all forms of retaliation against the whistle-blower will result in disciplinary action?	YES	NO
Does the whistle-blower policy state that employees have the right to raise concerns without being subject to reprisal?	YES	NO
Does your board perform annual evaluations of your senior executive?	YES	NO

Has there been an evaluation of the senior executive in the past two years?	YES	NO
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