

SAMPLE LEADERSHIP DEVELOPMENT SURVEY TEMPLATE

INSTRUCTIONS:

We're on a path to creating a Leadership Development Strategy that is aligned and informed, allowing us to address and meet the current and future needs of our people and our organisation.

This survey will support us in understanding the challenges we're facing and the capabilities our leaders need to address those challenges successfully. You will need about 15 minutes to complete the survey.

Note: Your response is anonymous and will be analysed collectively with other responses.

Thank you in advance for your contribution.

OUR ORGANISATION AS A WHOLE

These questions are relating to the organisation in general, its challenges, strengths, and weaknesses.

1. What major changes and challenges (internal and external) do you anticipate facing in the next three to five years?

QUESTIONS:

EXAMPLES ONLY More competitors

Artificial intelligence

Increasing customer demands

Difficulty in recruiting staff

Difficult market conditions etc etc....

RATING SCALE:

No impact Low impact Neutral Some impact Significant impact

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

List any other changes and challenges our organisation faces:

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2. What are the current strengths and weaknesses of our organisation?

QUESTIONS:	RATING SCALE:				
	Weakness		Neutral		Strength
EXAMPLES ONLY Our product quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our driving purpose	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Market positioning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Customer experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee engagement...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<div>List any other strengths or weaknesses.</div>					

3. What would you say are our top two strategic priorities over the next few years?

4. What are the one or two critical barriers to overcome to achieve our vision and successfully execute the strategy?

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COMPETENCIES

5. What are the leadership capabilities that need to be improved to achieve our strategic vision and be successful in the next five years? Choose all that apply.

*example only

- | | | | | |
|--|---|---------------------------------------|--|---|
| <input type="radio"/> People oriented | <input type="radio"/> Open to learning | <input type="radio"/> Flexible | <input type="radio"/> Productive | <input type="radio"/> Responsive |
| <input type="radio"/> Proactive | <input type="radio"/> Financial accumen | <input type="radio"/> Quality | <input type="radio"/> Decisive | <input type="radio"/> Effective communication |
| <input type="radio"/> Innovative | <input type="radio"/> Decisive | <input type="radio"/> Flexible | <input type="radio"/> Motivation | <input type="radio"/> Collaboration |
| <input type="radio"/> Adaptable | <input type="radio"/> Managing people | <input type="radio"/> Vision | <input type="radio"/> Values alignment | <input type="radio"/> Risk taking |
| <input type="radio"/> Digital literacy | <input type="radio"/> Managing self | <input type="radio"/> Giving Feedback | <input type="radio"/> Emotional intelligence | <input type="radio"/> Setting goals |
| <input type="radio"/> Coaching skills | <input type="radio"/> Inclusion | <input type="radio"/> Vision | <input type="radio"/> Rewarding success | <input type="radio"/> Challenging conversations |

6. List any other leadership capabilities that need to be improved to achieve our strategic vision and be successful in the next five years?

7. What topics would you want to see in a leadership development program to ensure we achieve our organisation's vision and overcome its challenges?

8. If you were to attend a leadership development program, what topics would make it most valuable to you personally?

9. Based on your past development experiences, what have you found most effective?

10. What else would you like us to consider?

ABOUT YOU:

11. How many years of management/ leadership experience do you have?

12. How many years have you been employed at this organisation?

13. What is your role?