Leadership Check-Act Checklist

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Preventive Check-Act

* + Part of annual strategic planning process
		- Current program(s) aligns with the organization’s mission, vision, and values
		- Program participation is bottom up, not top down
		- Programming exists for every level of staff
		- Programming levels align with leadership competencies for that level or next
		- Data, measures, and results are properly calibrated to the current program

Urgent Care Check-Act

* + Growing Pains
		- The majority of your leadership has completed available programs
		- Your employees are voicing that they want more growth opportunities
		- You have many retirements coming in the next two – five years
		- There is a large experience gap between your senior leaders and your emerging leaders
		- You are implementing or revising a succession plan, mission, vision, and/or values
* Something’s Wrong
	+ - Employee engagement or satisfaction ratings are on the decline
		- The diversity of your frontline employees is not reflected in your executive team
		- Interest in promotional opportunities is declining
		- Your emerging leaders are being groomed from the top-down
		- Turnover is slightly higher than industry average

Emergency Check-Act

* Leadership Life Support
* Substantiated or credible reports of harassment, discrimination, or bullying
* High rates of turnover
* Your established leaders are knowledge-hoarding
* Substantiated or credible reports of unethical behavior
* Succession is handled with an “Who’s next” mentality

  