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

 