

# How To Health Check Your Leadership Competencies

## Helping Your Leaders Achieve More

If you have leadership competencies in place, but you want to help your supervisors and managers achieve more, then a good starting point is to review your organisation's Leadership Competency Framework.

This document provides a four stage health check to assist you in your review.

If you do not have leadership competencies in place but you are thinking about doing this, then you can also use this document to help you plan that process.

## A Quick Re-Cap

We have talked about leadership competencies before and you can visit our website at the link below if you would like some more information on what they are, what you need to consider and how to get started with a leadership competency framework.

<http://www.polaris-learning.com/leadership-competencies-making-them-work-2>

If you would like an example of a Leadership Competency Framework with proven evidence for a range of competencies, please get in touch.

## Getting Started with Your Health Check

### Stage One: Do You Have the Correct Leadership Competencies Identified?

Some organisations might not be in a position to change the leadership competencies that are in place. However, if it is an option to consider this question or you are starting from scratch, then this stage is relevant.

- ▶ Do your leadership competencies align to your organisation's values, vision and business strategy?
- ▶ If not, where did the leadership competencies originate from? Are you driving the right competencies through your organisation to support your values and vision?
- ▶ How do the leadership competencies align to the competencies that you require of all your employees?

## Stage Two: Have Your Supervisors and Managers Bought Into the Leadership Competencies?

- ▶ It might seem obvious, but it is surprising how many employees actually do not know what the leadership competencies are for their positions. And if your leaders do not know, how do they demonstrate and reinforce those leadership competencies?
- ▶ Do they know why these leadership competencies matter?
- ▶ Do they understand the language that you have used?
- ▶ And if they were to describe the leadership competencies, would they all use the same language? What I mean by 'Demonstrates Good Coaching Skills' might be different from what you mean or your colleague means.
- ▶ Do they know what they need to do in order to demonstrate those leadership competencies?

## Stage Three: Focusing on the Evidence and Scaling

Once you have looked at Stage One and Two, you now want to look in more detail at the competencies.

- ▶ Looking at the leadership competencies, how well are they worded? Are they easy to understand? You will have some feedback from Stage Two that may help with this.
- ▶ Do you include evidence for each leadership competency? If not, how do the managers and supervisors know what they have to demonstrate in order to be competent?
- ▶ How do you scale the leadership competencies for different levels of leaders within your organisation? Is it clear what is expected and what evidence different levels of leaders need to demonstrate?

## Stage Four: Monitoring and Evaluation

Now we look at how you make sure that the leadership competencies remain a focus for your managers and supervisors.

- ▶ Are your leadership competencies built into your performance management system?
- ▶ Do supervisors and managers know how they will be measured and how they should evaluate the performance of their team?

**If you would like some help, please get in touch with the team at Polaris Learning**

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