

Table 2-1. Organizational Readiness Checklist.

Use the following checklist to determine how ready your organization is to implement a leadership development program.

	Yes	No
1. The organization truly values its employees.	<input type="checkbox"/>	<input type="checkbox"/>
2. Senior management has clearly identified and communicated the organization's vision, mission, and values to all employees.	<input type="checkbox"/>	<input type="checkbox"/>
3. Some management development or supervisory skills programs are in place.	<input type="checkbox"/>	<input type="checkbox"/>
4. The organization has a structured performance management system that focuses on pay for performance.	<input type="checkbox"/>	<input type="checkbox"/>
5. Employees are encouraged to take advantage of educational and developmental opportunities.	<input type="checkbox"/>	<input type="checkbox"/>
6. Managers are involved in coaching and giving feedback to their employees.	<input type="checkbox"/>	<input type="checkbox"/>
7. Managers encourage feedback from those they supervise.	<input type="checkbox"/>	<input type="checkbox"/>
8. Performance standards are in place and are clearly communicated to employees.	<input type="checkbox"/>	<input type="checkbox"/>
9. Employees are encouraged to be proactive and take risks.	<input type="checkbox"/>	<input type="checkbox"/>
10. Senior management is willing to allocate the necessary resources (time, money, people) to ensure a successful leadership development program.	<input type="checkbox"/>	<input type="checkbox"/>