



Leadership Training Program Audit



*The 3-part
leadership
definition*

Setting the Stage

Very often in discussions on "leadership", we hear about the importance of so-called "soft" skills -- good communication, building collaboration, engaging clients and stakeholders, deploying ethics, being a good listener, etc. But do these skills alone truly encompass what it takes to earn positions at the top?

Through decades of research and consulting to companies like yours on gender equity, the Lead to Soar co-founder, Susan Colantuono, uncovered two important things:

1. Women are consistently under-guided and under-mentored in one area of leadership that rarely gets discussed - developing and deploying business, strategic, and financial acumen to achieve and sustain outcomes for the organization.
2. The most important skills to demonstrate (according to executives) that weigh into a candidate's selection for advancement to the senior and executive levels are... business, strategic, and financial acumen.



For organizations serious about closing their gender leadership gap, it's important to include a leadership training audit upfront. This will help guide some of the steps to take to level the playing field, yes, AND to ensure you are **RETAINING YOUR TOP TALENT**. Research has shown time and time again, talented professionals who do not feel supported to advance - leave.

Audit Instructions

Review the syllabus or overview for your organization's leadership training program (whether internal or external) along with the second page of this document. Put a check mark every time a training topic falls into one of the categories listed on the next page. When you finish, tally up your check marks for each of the three major categories. Be sure to categorize each area/module/ or chapter of the training.

Post-Assessment Questions

- Does the leadership program skew heavily in one area of leadership? Which one? Why?
- Does the leadership training program adequately emphasize the areas where candidates must show strengths to advance (namely, Outcomes), especially to higher levels?
- In what areas might the leadership program require additional/different emphasis? How will you go about creating this emphasis, particularly to level the playing field for women?

PERSONAL GREATNESS

<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Curiosity	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Skills (technical or otherwise)
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Integrity	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Worldview/Personal Values
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Bringing passion	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Work Ethic
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Reliability	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Executive Presence/Gravitas
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Consistency	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Personal Purpose or Mission
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Authenticity	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Adaptability/Resilience
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Charisma	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Other _____

Total

ACHIEVING & SUSTAINING OUTCOMES

<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Business Perspective	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Deciphers internal ability to achieve targets
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Create shareholder value	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Sets or recommends strategy
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Understands market dynamics	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Executes on strategy
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Makes good business case	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Recognizes & adjusts to threats
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Understands financial reports	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Recognizes & adjusts to opportunity
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Communicates financial details	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Connects overall strategy to team initiatives
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Deciphers external forces & trends	

Total

ENGAGING GREATNESS IN OTHERS

<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Empowers/Motivates	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Customer/Client Engagement
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Communication/writing skills	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Form strong internal network
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Cultivates individuals	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Form strong external network
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Aligns team to short-term goals	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Represents company in key orgs
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Presentation skills	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Provides actionable feedback
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Inspires others	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Other _____
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Resolves conflicts well	

Total