



LEADERSHIP EFFECTIVENESS: BACK TO BASICS

Now that we are at the close of 2014, it is a good time for you to set the course for assuring success in 2015. Go back to the foundation of effectiveness. Assess where you are and where you want to be on the key drivers of organizational performance. Ask yourself the following questions, and get feedback from stakeholders.

- What makes an effective leader – in general, and for this company and my job in particular? Am I doing these things? How do I know?
- What makes a team high performance? How about in my particular business? Are we doing these things? How do we know?
- What makes an effective team leader in general? What makes an effective team leader here? Am I one?
- What are the qualities of an effective culture for this organization given our strategic intention?
- Are the right people in the right jobs?
- How am I doing in terms of my own executive vitality?
- Are we getting the results we expected? If yes, how do we sustain that? If no, what do we need to do to fix this?

Working on answering these questions and getting feedback from others will set you up well for 2015.

Now that you have your own self-evaluation, what will you do? How will you use this information to drive effectiveness?

Wishing you happy holidays!