



Leadership Capability Snapshot

A practical tool to evaluate leadership capability across your organization. Use this snapshot to identify strengths, gaps, and priorities across leaders, teams, and organisational impact.

How to Use

Rate each statement from 1 to 5:

1 = Not in place

2 = Limited

3 = Developing

4 = Strong

5 = Consistent and embedded

1. Leadership Foundations

_____ Leadership expectations are clearly defined and understood

_____ Leadership behaviours align with organisational values

_____ Leadership standards are consistent across the organisation

_____ Leadership capability is actively prioritized and discussed

2. Leading Self

_____ Leaders demonstrate self-awareness and accountability

_____ Leaders communicate clearly and with intent

_____ Leaders manage pressure and change effectively

_____ Leaders take ownership and follow through on commitments

3. Leading Others

_____ Managers set clear expectations and direction

_____ Managers provide regular, constructive feedback

_____ Managers actively develop capability in others

_____ Difficult conversations are handled effectively

_____ **Total**

4. Leading with Impact

_____ Leaders align team activity with organisational priorities

_____ Leaders influence beyond their immediate team

_____ Leaders contribute to strategic direction

_____ Leaders identify opportunities to improve performance

_____ **Total**

