

Leadership alignment tool

How aligned is your leadership team on strategy and daily work in your organization?
Are you being strategic leaders?

Please indicate how much you agree or disagree with each of the statements below using the following 1-to-5 rating scale:

1 = Strong Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree

1. The leadership team and senior leaders throughout the organization regularly and realistically assess the organizational strengths and weaknesses and agree and take actions necessary to address concerns and opportunities.
2. The leadership team and senior leaders throughout the organization share a common vision of its future.
3. The leadership team and senior leaders throughout the organization have discussed, embraced, and role model a common set of core values.
4. The leadership team and senior leaders throughout the organization are clearly and obviously agreed on the two or three most important priorities for investment of limited resources.
5. The leadership team and senior leaders throughout the organization are agreed on the culture and leadership behaviors required to be successful in the future and are committed to developing these.
6. The leadership team and senior leaders throughout the organization make decisions that are consistent with the strategy.
7. The leadership team and senior leaders throughout the organization have agreed and support the key metrics that keep the organization focused on the two or three top priorities for strategic success.
8. The leadership team and senior leaders throughout the organization have agreed and support the key metrics related to developing future capability.

Adapted from: Center for Creative Leadership poll
<http://www.ccl.org/leadership/eneWSletter/2005/APRmarpollresults.aspx?pageId=584>