



Your next step: Create a monitoring
progress implementation plan

Collaborating to accelerate social impact

Monitoring progress implementation plan

- The goal of monitoring your leadership development efforts is simple: It will help you learn whether your efforts are producing the leaders you will need
- Start by identifying the 2-3 priority goals your organization absolutely must achieve
- Lay out actionable steps your organization will take in order to meet those priority goals When will you accomplish these tasks? Who will head each one up?
- Use a quarterly meeting to review progress towards these goals

For more resources, examples, and information visit:
www.bridgespan.org/leadershiptoolkit

SAMPLE: Development priorities implementation plan

GOALS	ACTION STEPS	LEAD	TARGET DATE
Have a plan the next time a senior leader leaves	<ul style="list-style-type: none"> • Redesign performance review documentation to include both performance and potential, including group calibration meeting so that we have a better sense of who is ready to step up into leadership roles 	<ul style="list-style-type: none"> • COO 	<ul style="list-style-type: none"> • Q4
	<ul style="list-style-type: none"> • Senior team reviews/updates emergency succession plans annually 	<ul style="list-style-type: none"> • ED 	<ul style="list-style-type: none"> • Q2
Decrease turnover over the next year by increasing staff satisfaction with development	<ul style="list-style-type: none"> • All managers will co-create 70/20/10 plans with direct reports following annual review and check in on plan each quarter 	<ul style="list-style-type: none"> • COO 	<ul style="list-style-type: none"> • Q4
	<ul style="list-style-type: none"> • Create a compendium of 70/20/10 work-related assignments, mentoring opportunities, and formal trainings/books • Senior team looks for patterns across annual reviews, compiles skills that many need to develop, and creates trainings to address those skill gaps 	<ul style="list-style-type: none"> • VP, HR • ED 	<ul style="list-style-type: none"> • Q2 • Q4

Template: Development priorities implementation plan

GOALS		ACTION STEPS		LEAD	TARGET DATE
Goal 1	•			•	•
	•			•	•
Goal 2	•			•	•
	•			•	•
	•			•	•