

## Are You Effectively Developing Future Leaders? An Excerpt from Our Diagnostic Survey

Below is an excerpt from our [leadership diagnostic survey](#). Are these statements true of your organization? If yes, then you likely have a good idea of what it takes to develop leaders in your organization. If no, consider taking the steps we describe in "[Four Steps to Developing Your Nonprofit's Future Leaders](#)."

- Our performance management processes (e.g., annual evaluations, goal-setting) support effective leadership development and succession planning.
- Employees with the potential to move into leadership roles have development plans in place that identify areas for development and sources of development support.
- Employees are held accountable to and evaluated on their progress on their development plans.
- We have sufficient quality opportunities for employees to gain new leadership skills via on-the-job opportunities (e.g., stretch assignments, new project in their existing roles).
- We have sufficient quality opportunities for employees to gain new leadership skills via mentoring and coaching.
- We have sufficient quality opportunities for employees to gain new leadership skills via formal trainings.
- The development opportunities we offer to employees are effective in building more capable leaders.
- Employees view our organization as a place where they can develop their leadership skills.
- Employees are supported through their transition when they move into a leadership role.

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