

Define the context for the capability, including the business mission, goals, and values

Define the outcome you want to see from the capability

Define the purpose of the capability in the wider business strategy



Determine key leadership capabilities

Utilize different types of capability assessments for an objective overview of capability

Assess capabilities on levels of competence (e.g. beginner, intermediate, advanced)

Perform a capability assessment to determine current and future capabilities



Assess capability needs

# Leadership Development Plan



Review and evaluate

Adjust and improve inefficiencies in the current development plan

Measure training ROI, behavioral changes over time, or perform a 360-degree leadership assessment

Improve the leadership development plan for future leaders



Design training methods

Formal training and internal courses delivered by instructors or subject matter experts

Offsite experiential learning, which focus on collaboration and communication

Online training, such as learning managed by a PLMS or LMS



Set goals and objectives

Base goals on identified capability gaps

Use SMART goals (specific, measurable, achievable, relevant, and time-bound)

Use goals as guidelines for development

# Strategic Management Of Development Programmes

**Patrick Vollmar**



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