

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

Set goals and objectives



Base goals on identified capability gaps

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

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

Strategic Management Of Development Programmes

Judd E. Hollander



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