HORIZON POINT CONSULTING

Leadership Readiness & Development Scorecard

Rate the practices your organization uses to prepare people leaders.
Consider the past 12 months and choose one scope: team, department, or organization.

1 Rarely 2 Sometimes 3 Usually 4 Consistently

1 Leadership Potential

We consider demonstrated people-leadership potential, not just individual performance.

1 2 3 4

2 Readiness

Future leaders understand the expectations and mindset shift required to lead others.

1 2 3 4

3 Delegation

We develop leaders to assign ownership, build trust, and empower others.

1 2 3 4

4 Accountability

Leaders learn to set clear expectations and give constructive feedback.

1 2 3 4

5 Communication

Leaders practice difficult conversations, active listening, and conflict resolution.

1 2 3 4

6 Self-Awareness

Leaders receive opportunities to understand their strengths and impact on others.

1 2 3 4

7 Application

Development includes real-world practice, coaching, and peer learning.

1 2 3 4

8 Reinforcement

Leadership development continues after promotion with ongoing support.

1 2 3 4

Choose a priority

Star the one area you most want to strengthen or better understand.

Discuss your next step with Horizon Point

Request a 20-minute Leadership Development Debrief to discuss your priority, explore what may be contributing to it, and identify a practical next step.

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