

Leadership Readiness Check

Is Your Organization's Leadership Strategy Built for the Future?

Leadership isn't just about individuals, it's about **building a system** that develops, supports, and scales leaders at every level. Organizations that invest in leadership readiness outperform their peers in **growth, engagement, and retention**.

Is your leadership strategy keeping up?

This **quick self-assessment** will help you evaluate your organization's **leadership readiness** and identify key areas for improvement.

Instructions:

- 1. Score each question** from **1 (Not a concern)** to **5 (Critical challenge)**.
- 2. Total your points at the end** to interpret your organization's **leadership readiness level**.
- 3. Use insights to take action** on leadership development, succession planning, and long-term growth.

1 Leadership Transitions in Your Organization

 *Identifying key leadership shifts impacting stability & performance.*

☒ **Are new leaders stepping into key leadership roles?** (e.g., first-time managers, new executives, leadership promotions)

☒ **Is your organization undergoing significant change?** (e.g., rapid growth, downsizing, restructuring, mergers/acquisitions, cultural transformation)

☒ **Are there leadership gaps at different levels that impact decision-making and execution?** (e.g., weak middle management, senior leadership turnover, succession challenges)

Score:

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2 Leadership Capabilities & Gaps

👉 *Evaluating whether leadership skills are keeping pace with organizational demands.*

✅ **Do your managers have the skills to lead effectively through uncertainty and change?** (e.g., change management, crisis management, agility, strategic thinking) ☐

✅ **Is leadership development structured and continuous or reactive and inconsistent?** (e.g., formal programs vs. ad-hoc training) ☐

✅ **Do leaders have the necessary skills to develop and coach their teams?** (e.g., feedback, coaching mindset, empowerment strategies) ☐

Score: ☐

3 How Well Is Leadership Scaling?

👉 *Ensuring leadership effectiveness scales with business growth & complexity.*

✅ **Are leadership expectations clearly defined across levels, ensuring consistency?** (e.g., leadership competencies, role clarity, alignment on expectations) ☐

✅ **Do leaders at all levels have access to the coaching, tools, and frameworks needed to succeed?** (e.g., mentoring, structured learning, leadership playbooks) ☐

✅ **Is leadership development integrated into your long-term business strategy?** (e.g., succession planning, cultural reinforcement, performance alignment) ☐

Score: ☐

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4 Leadership Pipeline Strength

👉 Readiness for leadership succession and long-term sustainability.

✅ **Do you have a strong pipeline of internal talent prepared to step into key leadership roles?** (e.g., succession planning, bench strength, talent readiness)

✅ **Are leadership development efforts proactive or primarily reactive to vacancies?** (e.g., continuous growth vs. backfilling gaps as they arise)

✅ **How confident are you in your organization's ability to sustain leadership continuity over the next 3–5 years?** (e.g., ability to handle sudden departures, future leadership needs, resilience to change)

Score:

Total Score: (Add up all the scores under each section).

Interpreting Your Score

✓ **8–15 points:** Minimal leadership transition risk, but room to optimize.

✓ **16–25 points:** Leadership gaps exist—now is the time to develop a structured approach.

✓ **26+ points:** Significant leadership challenges ahead. Addressing them now will prevent costly disruptions.

Next Steps: Get Expert Insights into Your Results

If your leadership readiness score **indicates gaps or areas of concern**, ORCA can help you:

✓ Strengthen leadership development at all levels.

✓ Build a **scalable** leadership pipeline.

✓ Equip leaders with the **insights skills & tools** to drive long-term success.

 [Click Here to Schedule a Free Leadership Strategy Session](#)