

PREPLANNING QUESTIONS FOR THE NEXT GENERATION OF LEADERSHIP

Assessing Your Strengths & Weaknesses

- What are your greatest strengths in your current role?
- How can you fully leverage your strengths?
- What are your weaknesses in your current role?
- What additional competencies will you need to develop to be successful in your next role?
- What do you enjoy most about your current role?
- What you enjoy least about your current role?

Your Legacy

- How do you want others to describe you as a leader?
- What values do you want your leadership to reflect?
- What contributions do you want to make to the organization? To your community?
- What legacy do you want to build and leave as a leader?
- What gets in the way of being the leader you aspire to be?
- What behaviors do you need to demonstrate to fulfill your legacy?
- What will you do more?
- What will you do less?

Defining Your Future Role

- Define the primary responsibilities and accountabilities of your next role. Does it differ from the current role as it is defined today? If so, how and why?
- What do you think you will change about your role and responsibilities when you transition to your next role? How do you feel about these changes?
- What will you enjoy most about your next role?
- What will you not enjoy about your next role?
- Who will be the major stakeholders in your next role?
- What will your stakeholders expect of you?

Your Development

- How will you learn?
- Who will support you? How will they support you?

Your Support Structure

- Who are the internal/external stakeholders who will be critical to your success?
- What do you expect of these individuals?
- Are they prepared to deliver what you expect? If not, what needs to be done to prepare them?
- What can the current owner do to support your success?
- How can the current owner best contribute after the initial transition period?
- What will the current owners roles and responsibilities be?
- What tools and other resources do you need to be successful?
- What new or existing relationships do you need to cultivate?