IT Leadership
Self-Assessment

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President
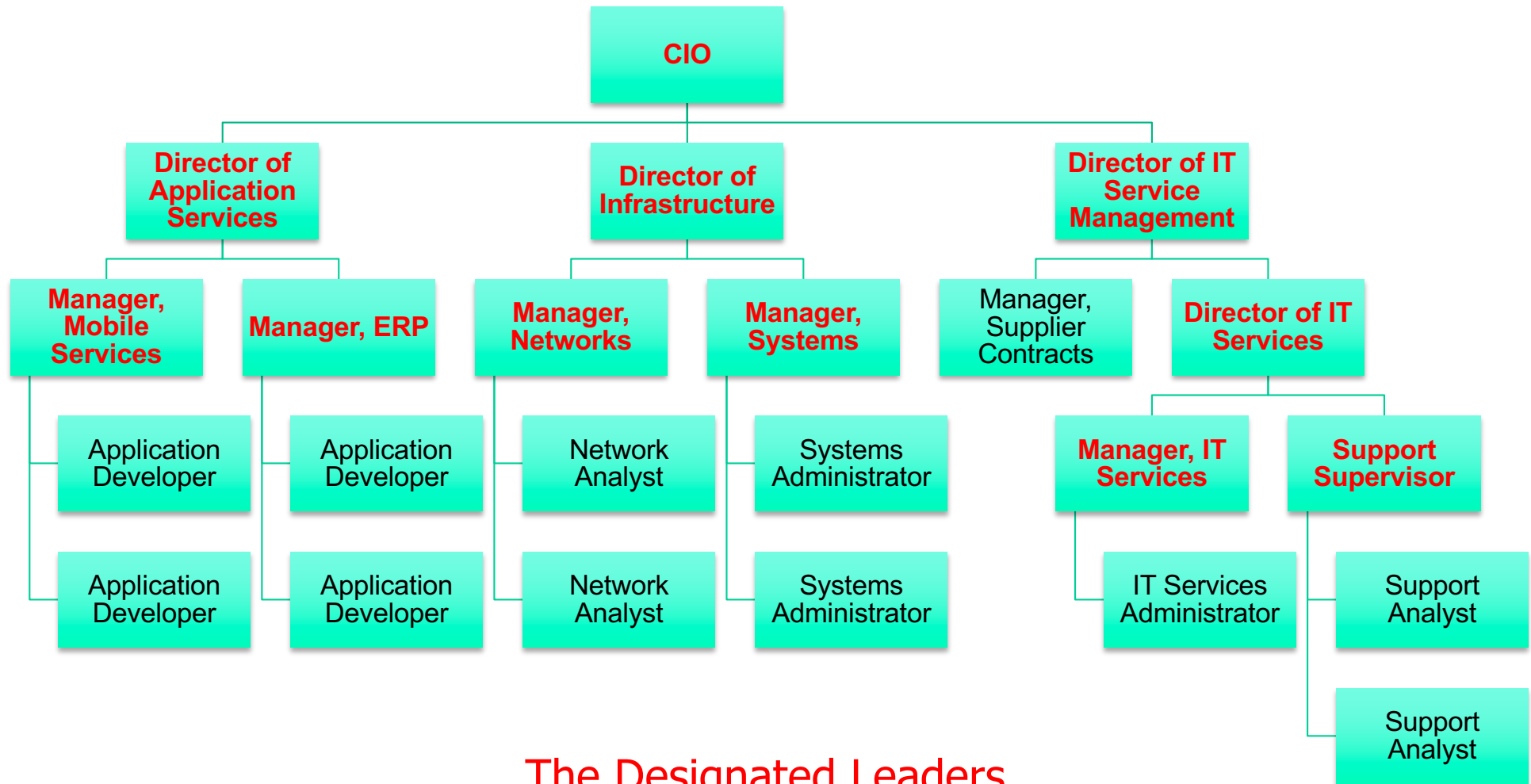*Pink Elephant*

Dysfunctional Leadership Means ….

When Leaders report that their staff are under-performing for these reasons.
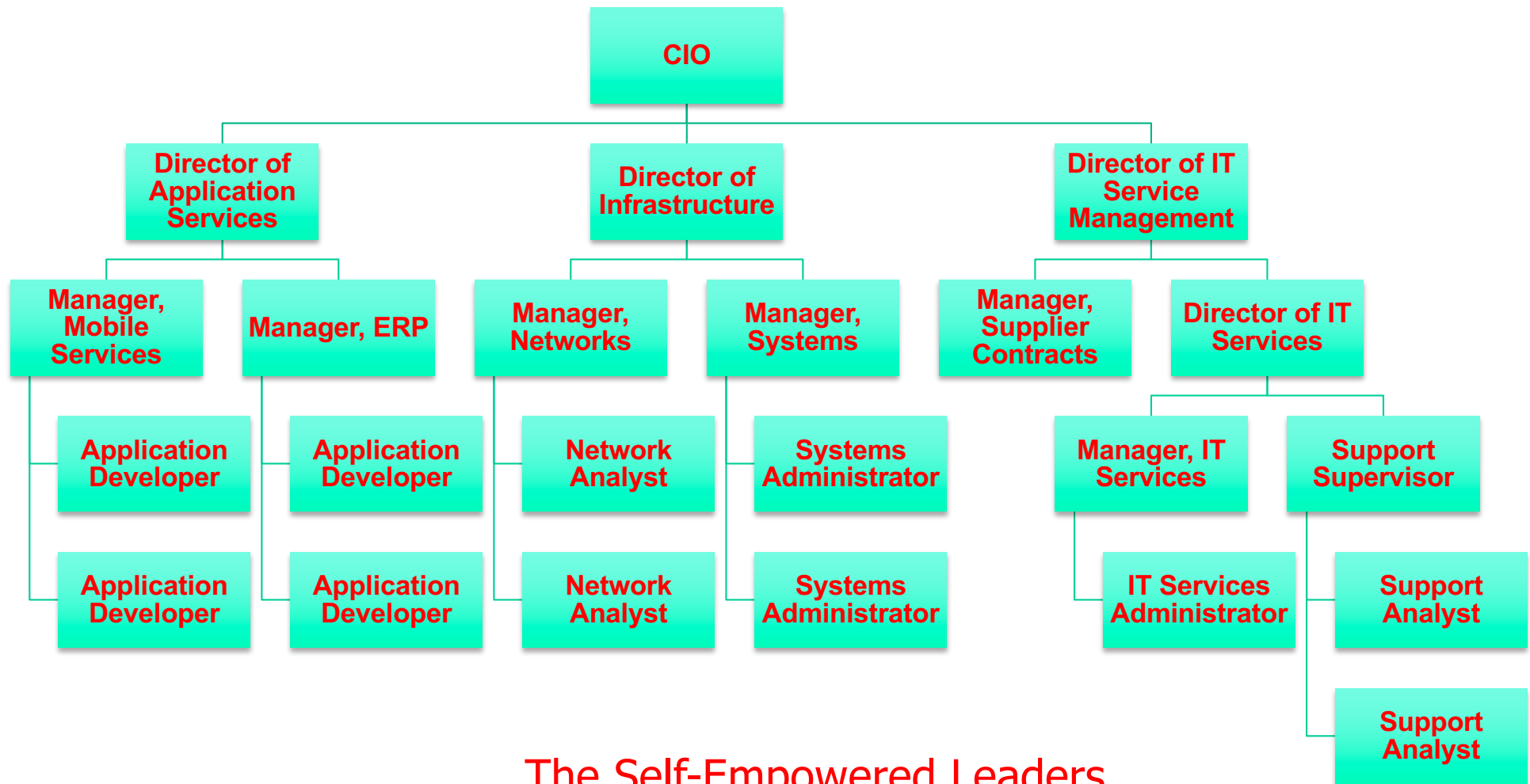
People don't know:

- WHAT they're supposed to be doing.
- WHY they need to do it.
- HOW they should be doing it.
- WHO is responsible for what.
- WHAT to do first.
- HOW they'll know they're successful.
- WHEN to start.
- WHEN to pause.
- WHEN to stop.

The Designated Leader

Organizational chart:

- **CIO**
  - **Director of Application Services**
    - **Manager, Mobile Services**
      - Application Developer
      - Application Developer
    - **Manager, ERP**
      - Application Developer
      - Application Developer
  - **Director of Infrastructure**
    - **Manager, Networks**
      - Network Analyst
      - Network Analyst
    - **Manager, Systems**
      - Systems Administrator
      - Systems Administrator
  - **Director of IT Service Management**
    - Manager, Supplier Contracts
    - **Director of IT Services**
      - **Manager, IT Services**
        - IT Services Administrator
      - **Support Supervisor**
        - Support Analyst
        - Support Analyst

The Designated Leaders

The Self-Empowered Leader

The Self-Empowered Leaders

Cloud Of Leadership Capabilities

CRITICAL THINKING

FUTURE THINKING

THINKING DIFFERENTLY

IMAGINING

SEEING A VISION

OBJECTIVES

KNOWLEDGE & LEARNING

CARING

INSPIRING OTHERS

RESPECT

LEADERSHIP

OPTIMISM

COMMUNICATING

EMPOWERING

HONESTY

CREATING TRUST

VALUES

CLARITY

CONFIDENCE

POSITIVE ATTITUDE

COURAGE

RELEVANCE

UNDERSTANDING PRIORITIES

PERSISTENCE

DOING WHAT'S RIGHT

INTEGRITY

IT Leadership Self-Assessment

CAPABILITY	IMPORTANCE RATING	YOUR RATING
Future Thinking		
Critical Thinking		
Think Differently		
Imagining		
See/Create A Vision		
Focus On Objectives		
Knowledge & Learning		
Care About Others		
Inspire Others		
Generate Respect		
Optimistic		
Communication Skills		
Empowering		

CAPABILITY	IMPORTANCE RATING	YOUR RATING
Honesty		
Trustworthiness		
Talk About Values		
Speak With Clarity		
Promote Confidence		
Positive Attitude		
Courageous		
Focus On Relevance		
Understanding Priorities		
Persistent		
Do What's Right		
Behave With Integrity		

Assessing IT Leadership Capabilities

1. **On the list of 25 Capabilities assign "Importance Rating" & "Your Rating". Use a scale of 0-10.**

2. **Compare the highest "Importance Ratings" to "Your Ratings"**

3. **Compare the highest "Your Ratings" to "Importance Ratings"**

4. **Identify 3 strengths to exploit. How have they allowed you to succeed in your work?**

5. **Identify 3 weaknesses to work on. How have they provided challenges in your work?**

Share this strategy with your co-workers

Actions

If You're A Designated Leader	If You're A Self-Empowered Leader
1. Assemble your team and encourage them to do leadership self-assessments.	1. Conduct a leadership self-assessment.
2. Get them to document their leadership strengths & weaknesses.	2. Document your leadership strengths & weaknesses.
3. Encourage them to further exploit their leadership strengths.	3. Look for opportunities to further exploit your leadership strengths
3. Discuss with them priorities for leadership self-improvement.	3. Identify priorities for leadership self-improvement.
4. Support them in their leadership self-improvement efforts	4. Make a start on improving, where you can.
5. You do the same!	5. If you feel comfortable, discuss this topic with peers

Questions?

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