

## Strategic Leadership: Own Your Power to Demonstrate Value



***This assessment will guide you as a strategic leader and help you better demonstrate value.***

1. What is strategic leadership, and how do you demonstrate that you are competent in it?
2. What is your strategic vision, and what are the associated objectives to realize it?
3. What is your organization's next turn in the road, and how will you ensure it's not missed?
4. What is your human capital strategy, and how does it align with organizational strategy?
5. Who are your primary internal/external stakeholders? What methods do you use to listen to them?
6. What most drives and influences your decision making? Why? How?
7. Which analysis model do you apply (i.e., SWOT, Value Chain, Resource Based, other) to assess the internal and external environments?
8. What value is created, and is a sustainable competitive or differentiated advantage achieved?
9. Why should the other strategic partners do business with you? What is in it for them?
10. What does your department/division/unit need to keep doing, start doing, stop doing? Why?
11. What permissions do you give those you lead to disagree with and challenge you?
12. Are you comfortable leading across and upwards? How do you demonstrate it?
13. What are the accountabilities? Does the culture encourage 360-degree accountability?
14. What is your ROI for human capital – *Return on Investment and Return on Intelligence*?
15. What is the most powerful thing you can do tomorrow to build/execute/advance the strategy?