

3C LEADERSHIP DEVELOPMENT FRAMEWORK

CONFIDENTIAL

Who:	When:		
Key opportunity:			
CHARACTER (see next page)		Challenge	When
Courageous			
• Decisive			
• Introspective			
• Seeks hard facts			
Compassionate			
• Mindful and kind			
• Respectful and fair			
• Driven to serve			
Curious			
• Has diverse interests			
• Seeks new opinions			
• Innovative			
<i>Vision of success:</i>			
COMMUNICATION	1-10	Challenge	When
Listening			
Writing			
Speaking			
<i>Notes:</i>			
MANAGEMENT (refer to iimtp.org)			
Business structure			
Marketing and sales			
Operations			
Information			
Human resources			
Finance			
<i>Notes:</i>			
PROGRESS MEASURES			
<i>Metrics, picture of success:</i>			

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This framework can be used to assess yourself, a promising leader in your organization or perhaps a new board member, key vendor or customer.

Leadership can't be taught in a class or on line, but it can be developed through experiences in discussion with a boss, peer, mentor or coach.

Courage

Challenges

- Launching a big project
- Committing to a definite plan
- Committing to shape a change in culture
- Disciplining or dismissing staff
- Naming a successor

Questions

- What are the biggest risks you face?
- What facts are most important to you?
- What was the hardest decision you've made?
- What are the toughest problems in your world?
- What frightens you? Of what are you most proud?

Compassion

Challenges

- Resolving conflicts
- Creating rules and policies
- Establishing fair compensation
- Providing individuals chances to grow
- Promoting the organization's noble purpose

Questions

- How do your products help people in their lives?
- When were you proudest of our organization?
- Why are you passionate about your work?
- What ethical issues arise in your work?
- How do you feel about being a boss?

Curiosity

Challenges

- Saying, "I don't know."
- Finding new opportunities
- Thinking about the very long term
- Developing new products or processes
- Solving problems of widely different types

Questions

- What do you read?
- To whom do you listen?
- Do you have any hobbies?
- What would you like to teach?
- What would you study if you had the time?

