

RAISING LEADERSHIP EFFECTIVENESS - DIAGNOSTIC

To help you to identify how you can raise leadership effectiveness, the following diagnostic might be helpful:

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Objective

A commitment to leadership effectiveness is evident at the hotel

What you should be doing in your hotel to achieve this:

1. *Develop a leadership competence model*
2. *Consider the leadership profile*
3. *Develop leadership competences*
4. *Apply effective leadership styles*
5. *Measure leadership effectiveness*

<i>Rating</i>	<i>We are very weak in this area</i>	<i>We are weak in this area</i>	<i>We are average at this area</i>	<i>We are strong in this area</i>	<i>We are very strong in this area</i>
1. Develop a leadership competence model					
Leadership is a concept we believe in and this influences how we interact with our employees					
A leadership competence model has been developed at the hotel					
2. Consider the leadership profile					
All leaders at the hotel have identified their areas for improvement against the leadership profile					
Practical steps have been defined to help us, individually and collectively, to improve in this area					
3. Develop leadership competences					
All leaders at the hotel have identified their strengths and areas for improvement against the competence model					
Specific training has been given to all leaders on how they can improve their skills					
Additional practical steps such as coaching and mentoring have been defined to help us improve in this area					
3. Apply effective leadership styles					
The acceptable styles of leadership at the hotel have been agreed between all leaders					
Specific training has been given to all leaders on how they can apply leadership skills more effectively					
Additional practical steps have been defined to help us improve in this area					
5. Measure leadership effectiveness					
Criteria and systems have been agreed to measure leadership effectiveness based on our competence model					
Feedback gained from the feedback mechanisms is discussed and potential areas for improvement identified					
Additional practical steps have been defined to help us improve in this area					

Completing this diagnostic every six months will help you to identify what progress you have made in raising leadership effectiveness in your business.