

# Leadership

Marilyn Hamilton



## The Leadership Organization Challenge

**A** Leadership Organization creates and sustains a leadership-centred culture. It also develops people and refines technical systems in a balanced way, to maximize the potential of both. And it equips and develops leaders to optimize individual, team, and organizational performance.

How does *your* organization measure up to these challenges?

Review your answers to the following questions with your Executive Team and/or your Organizational Consultant. They could serve as an early diagnosis to the long-term health of your organization.

1. Name three ways your organization creates and sustains a leadership-centred culture.
2. What methods do leaders use to develop leaders in your organization? (Informal mentoring, formal mentoring, training, modelling, other)
3. How does your organization practise the development of leaders from the top down and the inside out?
4. What programs does your organization have in place, specifically to develop “soft” people skills such as self-management, communication, counselling and problem-solving, consulting, and versatility skills?
5. What level of annual expenditures (dollars and percent of annual revenues) does your organization spend on upgrading your technical systems—compared to developing your people?
6. What systems has your organization set in place to ensure maximum potential is achieved from both your people and your technical systems?
7. Name three ways your organization actually equips leaders to optimize performance.
8. Describe two examples in the past year where actual individual performance was improved or optimized.
9. Describe two examples in the past year where actual team performance was improved or optimized.
10. Describe two examples in the past year where organizational performance was improved or optimized.

To obtain more insight into optimizing your organizational, professional, and personal performance, go to [www.globallearningconnections.com](http://www.globallearningconnections.com). ▲

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***A Leadership Organization creates and sustains a leadership-centred culture.***

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**Marilyn Hamilton**, BA, CGA, PhD, Founder of Global Learning Connections, is an organizational learning and wellness catalyst. She has authored and co-authored learning and leadership assessments, several books on leadership and wellness, and a discovery learning game. Marilyn is Canadian sponsor of Spiral Dynamics in the Integral Age, and is Faculty for the Master of Arts in Leadership and Training serves, at Royal Roads University. Marilyn creates space and connects people for global learning and community action, locally, internationally, and online.

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