

## Sample leadership development priorities

STRATEGIC PRIORITIES	DEVELOPMENT GOALS	REQUIRED ACTION	NECESSARY FEEDBACK
<p><b>Q: What are the organization's strategic priorities?</b></p>	<p><b>Q: What are the desired outcomes for our leadership-development efforts?</b></p>	<p><b>Q: What are the critical actions needed to accomplish these goals?</b></p>	<p><b>Q: What information do we need to gather &amp; assess in order to know how we're doing?</b></p>
<ul style="list-style-type: none"> <li>• Double the number of youth served in current geographies by opening new sites.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop 5 new site managers in the next 3 years.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide cross-functional development to potential site leaders (e.g., budgeting, stakeholder engagement).</li> </ul>	<ul style="list-style-type: none"> <li>• Number of potential leaders ready now, in 6 months, 18 months</li> <li>• Impact of development on candidate readiness</li> </ul>
<ul style="list-style-type: none"> <li>• Develop significant new revenue sources to support growth.</li> </ul>	<ul style="list-style-type: none"> <li>• Build senior leadership team capabilities and capacity to support fundraising.</li> </ul>	<ul style="list-style-type: none"> <li>• Recruit senior director of development.</li> <li>• Evolve leadership competency model and role descriptions to include fundraising.</li> <li>• Pair leadership team members with board mentors to help build fundraising skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Assessment of senior director hiring/integration</li> <li>• Impact of development on team's fundraising capabilities</li> </ul>

Source: Adapted from Omidyar Network