



**LEADERSHIP
DEVELOPMENT
AT SCALE:**

Readiness Toolkit

GET KNOWLEDGE





1. CLARITY ON LEADERSHIP EXPECTATIONS

How true is the following statement?

You have a clear, shared definition of what great leadership looks like in your organisation—anchored in your strategy, values and future direction.



How to start:

Run leadership insight sessions with a cross-section of your workforce to co-create a practical, business-aligned leadership framework. Focus on behaviours that reflect real work, not generic traits.



2. VISIBLE EXECUTIVE SPONSORSHIP



How true is the following statement?

Senior leaders demonstrate active commitment to leadership development—not just by funding it, but by showing up and engaging.

How to start:

Ask your executive team to sponsor a leadership initiative (e.g., mentoring circles or peer learning groups) and share personal stories of leadership growth. Their presence adds weight and builds belief.



3. A CULTURE THAT SUPPORTS LEARNING

How true is the following statement?

There is psychological safety across teams. People feel safe to try, fail, reflect and give feedback without fear of being judged..



How to start:

Introduce micro-feedback rituals such as “start/stop/continue” rounds in team meetings to create small, safe moments of learning and dialogue.



4. LEADERSHIP DEVELOPMENT IS TIED TO STRATEGY



How true is the following statement?

Development efforts are clearly aligned to business strategy and not seen as a side activity or generic offering.

How to start:

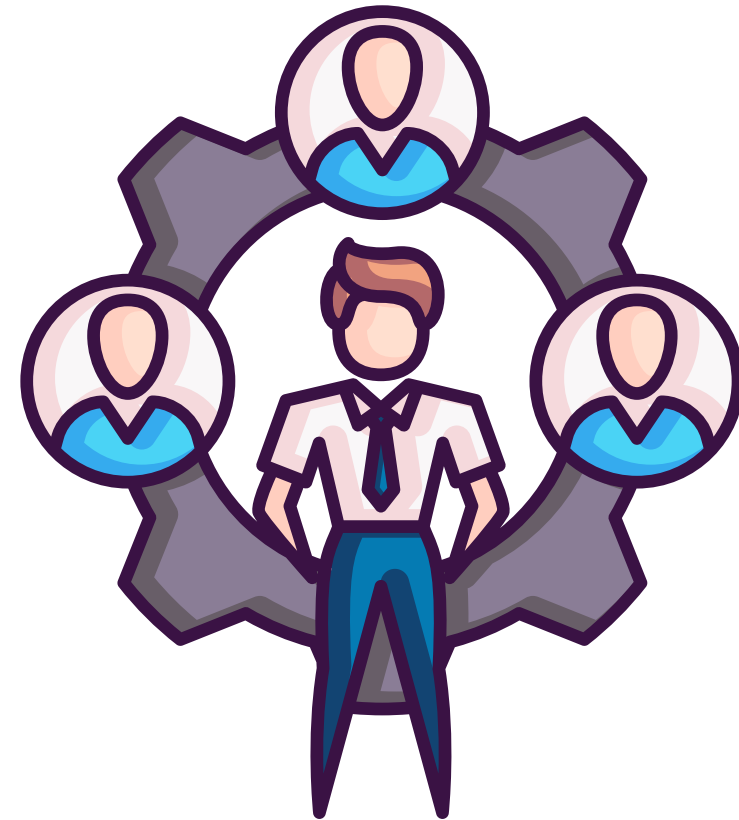
Map strategic priorities to leadership behaviours—for example, if agility is key, identify and develop behaviours that support decision-making under uncertainty.



5. MANAGER ACCOUNTABILITY FOR DEVELOPMENT

How true is the following statement?

Managers take ownership of their team's leadership development and actively support it through coaching and role modelling.

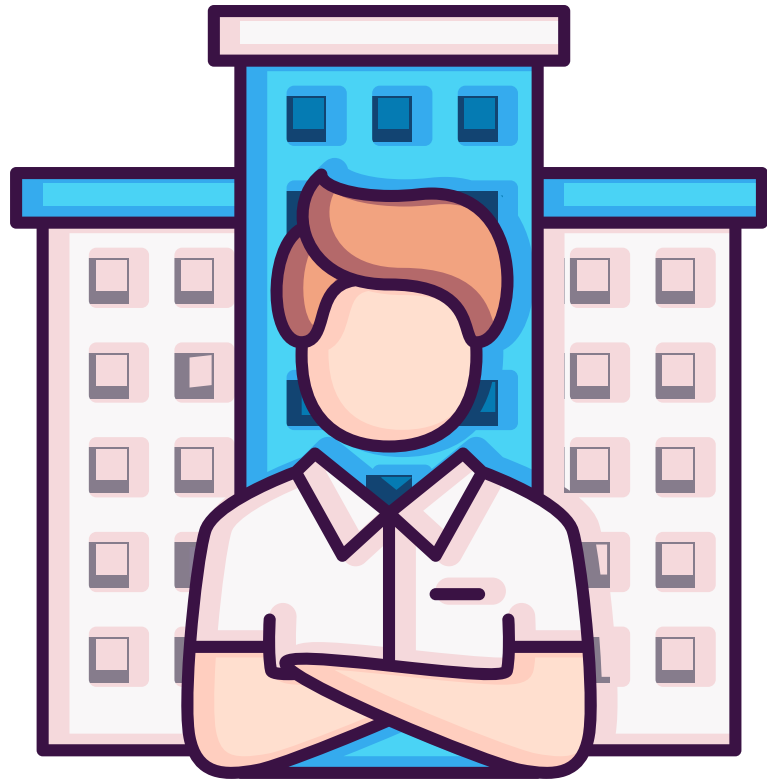


How to start:

Distribute a monthly “leader-as-coach” toolkit to help managers run development-focused conversations in 1:1s or team meetings, making development part of their regular rhythm.



6. INFRASTRUCTURE TO DELIVER AT SCALE



How true is the following statement?

You have systems, tools and delivery models in place to support consistent, accessible learning for large groups.

How to start:

Audit your current learning infrastructure—identify tools and platforms already in place, and determine how to streamline or scale them to support broader leadership development.



7. CAPACITY AND HEADSPACE TO ENGAGE

How true is the following statement?

Employees have the bandwidth—both time and mental space—to engage meaningfully in development opportunities.



How to start:

Introduce “learning sprints”—short, focused bursts of learning over a few weeks, targeting one specific leadership behaviour at a time. This keeps engagement high and time commitment manageable.



8. A MINDSET OF GROWTH, NOT GATEKEEPING



How true is the following statement?

Leadership development is open to all –not just an exclusive group of high-potentials. Growth is seen as possible at every level.

How to start:

Launch a leadership learning series open to the whole organisation—featuring talks, stories, and resources that highlight diverse, everyday leadership and reinforce the idea that anyone can lead.



GET KNOWLEDGE

**to CONNECT,
COLLABORATE
& CELEBRATE**

Together

www.getknowledge.co.uk

info@getknowledge.co.uk

