

Results Categories to Address

A results-based leader needs to give attention to a variety of dimensions in order to take an organizationally comprehensive approach to getting results. Here are some examples of categories on which the leader might focus. Each leader will have to identify his own categories based on the current reality, but here are some examples.

1. Individual Staff and Volunteers

Do we have the right people in the right job doing the right things in order to get the results needed? Are we developing our people to achieve the results needed?

2. The Team

Does my team have strategic clarity, clear measures and milestones identified so, for example, each person knows exactly what is expected from them in the next 90 days?

3. The Organization's Mission

How might we as leaders achieve greater strategic clarity? What can we do to involve everyone in shaping the strategic clarity, including volunteers and partners?

4. Financial Results ... Investors/Supporters

What needs to be done to build the financial foundation needed to reach the mission? How do we involve our investors and supporters more effectively to help us have the financial capacity to get to our vision?

5. Leader Development Results

Do we have the leadership capacity to get the results needed? What can we do to increase our leader development efforts. How will we know if our leader development strategies are working well? What are we measuring?