



Leadership Assessment: Measuring Up

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“I believe the capacity that any organization needs is for leadership to appear anywhere it is needed, when it is needed.” Margaret J. Wheatley, Management Consultant and Author

Assessment for Your Organization

The purpose of any Leadership Assessment is to provide leaders with a profile based on the competencies necessary for effective leadership. When you visit your medical provider for a physical check-up, you may be asked, ‘How are you feeling?’ This can give your provider insight into the well-being of your overall health. Similarly, it is healthy to check in on your leadership skills from time to time for the well being of your organization.

Leadership Tools for Success

Every day, Alaska Food Coalition members and our allies work to strengthen and coordinate public and private food and nutrition assistance to tens of thousands of hungry Alaskans. If there are hungry people in our community, we utilize every resource possible to get more food to them. It can be daunting, exhausting, challenging and unequivocally rewarding. We are the community leaders in the anti-hunger movement in Alaska. People who are other-directed often put their own needs last. Leadership Assessment is just one of many tools you can utilize to strengthen your capacity in achieving your goals. Skilled leadership is one of the most important determinants of an organization’s success. Assessing your leadership skills periodically can help you help you identify your strengths and areas for future development.

Ethical Leadership Assessment Instrument

There are many assessment instruments for Leadership Assessment. It does not have to be a time consuming process. Here are 10 simple questions you might find helpful in getting started. Do you:

1. Listen to what employees have to say
2. Discipline employees who violate ethical standards
3. Conduct your personal life in an ethical manner
4. Have the best interest of employees in mind
5. Make fair and balanced decisions
6. Feel you can be trusted

Assessment 1

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Strengthening Alaska's Anti-Hunger Network

7. Discuss business ethics or values with employees
8. Set an example of how to do things the right way in terms of ethics
9. Define success not just by results but also by the way they are obtained
10. When making decisions, ask 'what is the right thing to do?'

Source: M.E. Brown/Organizations Behavior and Human Decision Processes (2005)

Free Leadership Assessment Tools

<http://www.salesacademy.ca/page167.htm>

<http://www.sonic.net/~mfreeman/manage.htm>

<http://www.linkageinc.com/offerings/Pages/LAI.aspx>

<http://www.energizeinc.com/art/ameas.html>

An additional resource to help you strengthen your leadership skills is also available at Free Management Library's Free, Online Nonprofit Organization and Management Development Program: The Free Nonprofit Micro-eMBA(SM)

http://managementhelp.org/np_progs/org_dev.htm

The Alaska Food Coalition is here to help. Want to learn more about accessing leadership skills for your board or your staff?

Contact: Vanessa Salinas, Alaska Food Coalition Manager.

*Next Month:
Fundraising
is a Board
Responsibility*

