LEADS Implementation Plan

New to creating a leadership development program (LDP)? Use this outline as a guide to begin creating your implementation plan. This outline follows the ATD Leads Model: **L**ay the Foundation, **E**nvision the Future, **A**gree and Articulate an Action Plan, **D**esign the Developmental Elements, and **S**ustain Progress.

Lay the Foundation

What needs to be done to establish leadership development principles or a philosophy?

How can I begin to uncover executive-level drivers for the LDP?

Who needs to be involved as we align our guiding documents?

What is the best strategy to engage our leadership and gain their commitment?

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How can I best determine organizational readiness? What concerns do I have that must be raised to leadership?

Envision the Future

What information do I need to determine goals and measures?

What questions do I need to ask to delineate our conceptual framework?

Whom do I recommend to play the roles in our operational construct?

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Agree and Articulate an Action Plan

What other initiatives should be pulled under the LDP umbrella to create a comprehensive process? Who are the stakeholders? How do we best approach this?

What research do I need to do before finalizing the competency model? Who can help us?

What are the next steps to develop competency hierarchies?

Where is the expertise in our company regarding developmental methods? Am I on the right track?

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Design the Developmental Elements

What needs to be done regarding our use of diagnostic tools?

Which elements require input or support, for example, a mentoring program and high-potential selection?

How do I address the importance of the leaders developing leaders concept?

Who can assist me with communicating the final plan?

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Sustain Progress

What details do I recommend to conduct an annual review?

Where do I put attention to ensure continued support?

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